

# 2021 Built Environment Social Equity Survey

Prepared by Avenue M Group, LLC  
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## Overview & Methodology

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In December 2020, the National Institute of Building Services (NIBS) held a social equity roundtable with over two dozen organizations representing the built environment. This conversation resulted in a recommendation to advance the work on this issue, including obtaining consistent research from across the many sectors of the built environment. NIBS partnered with Avenue M Group (Avenue M), an independent market research and consulting firm, to conduct a comprehensive research study aimed at collecting critical data on the workforce of the built environment for the purpose of informing future initiatives on social equity.

### Partnering Organizations

NIBS invited more than 80 organizations to partner in this 2021 Built Environment Social Equity Survey (the Social Equity Survey). The following professional associations (ordered alphabetically) responded to an invitation to participate as a partnering organization and to send the survey to at least a sample of their U.S. contacts in the built environment:

1. American Institute of Architects (AIA)
2. American Society of Civil Engineers (ASCE)
3. ASHRAE
4. Building Owners and Managers Association International (BOMA International)
5. Construction Management Association of America (CMAA)
6. Construction Specifications Institute (CSI)
7. Design-Build Institute of America (DBIA)
8. Energy & Environmental Building Alliance (EEBA)
9. Green Building Initiative (GBI)
10. Institute of Real Estate Management (IREM®)
11. International Code Council (ICC)
12. International Institute of Building Enclosure Consultants (IIBEC)
13. New Buildings Institute (NBI)
14. Regional Hispanic Contractors Association (RHCA)
15. RMC Research & Education Foundation
16. U.S. Green Building Council (USGBC)

Additionally, during survey fielding, the following organizations also distributed the survey to their contacts:

- Northwest Energy Efficiency Council (NEEC) & Smart Buildings Center (SBC)
- A Council for the American Society of Interior Designers (ASID)

**Although these partnering organizations do not represent the entirety of the built environment, the Social Equity Survey findings presented in this report provide important insights into the diversity of the built environment and provide a baseline for future initiatives to improve social equity.**

## Survey Fielding & Responses

Overall survey fielding was between March 15 – April 7, though partnering organizations “launched” the survey on different days based on their email schedules. More than 350,000 emails were delivered to potential participants across all partnering organizations. Excluding disqualified responses and excluding responses from the 54 Canadian respondents<sup>1</sup>, a total of 11,995 surveys were collected, with an overall completion rate of 80%. **This report is based on the analysis of U.S. respondents only.**

See [Appendix I: Survey Fielding](#) for additional details.

## Statistically Significant Differences

Every survey has some level of bias, and this survey includes an overrepresentation of some segments of respondents. To identify differences within important groups of respondents when compared to the overall survey findings, Avenue M cross-tabulated the results by the demographic questions (e.g., employment status, age, gender, race and/or ethnicity).

The cross-tabulated data are column percentages. This means that column data are being used to segment the rows. Percentages in the Excel crosstab file may include blue and red arrows. These arrows indicate a value that is significantly higher (blue) or lower (red) than what would otherwise be expected when compared with its complement (that is, the net minus the given audience with the arrow). For example, in the table below, 27% of women respondents make between \$100,000 - \$149,999, and 26% of women respondents make between \$75,000 - \$99,999. However, the former is red with a down arrow, and the latter is blue with an up arrow. This is because the comparison is between columns for a particular row, not between rows for a particular column. In other words, women respondents are significantly more likely than men respondents to have an income between \$75,000 - \$99,999. Although this is only a 4-percentage point difference (22% compared to 26%), this difference is statistically significant.

Income [Condensed ranges]	Man	Woman	NET
\$0 - \$74,999	19% ↓	34% ↑	24%
\$75,000 - \$99,999	22% ↓	26% ↑	23%
\$100,000 - \$149,999	32% ↑	27% ↓	31%
\$150,000+	26% ↑	13% ↓	22%
n =	5543	2519	8370

*The gender question (Q15) was multi-select, so some respondents selected multiple gender options listed (e.g., a few respondents selected “Woman” and “Gender nonconforming.”) This table does not include the columns for “Nonbinary,” “Gender nonconforming,” “Gender identity not listed/Prefer to self-describe,” and “Prefer not to answer.” Therefore, the sample sizes for the two segments (columns) do not equal the NET sample size (n = 8370). The rows have been condensed and recalculated to exclude “Prefer not to answer” and “Not applicable” from the income question. The green call-out boxes throughout the report are intended to highlight notable findings; they do not signify statistical significance alone.*

These colors are only descriptive when comparing values in the same row or column, but not across rows or columns diagonally. In some cases, this may not appear accurate, as lower numbers are not colored red and higher numbers are not colored blue in a particular row or column. This may be due to an inadequate sample size. When a response has a low sample size, we cannot be reasonably certain that it is statistically representative of the population. Additionally, it may be an inability of the statistical testing to find any significant relationship between these values that is not due to chance, meaning the value may be explained by sampling error. See [Appendix II: Statistical Method](#) for additional information.

<sup>1</sup> One of the partnering organizations, IIBEC, engaged Avenue M group for a tailored Social Equity Survey to accommodate U.S. and Canadian respondents.

Please note, when reviewing statistically significant differences between segments, we did not control for other demographic factors. For example, if there is a statistically significant difference between two segments on income, this has not been controlled or filtered for other potential influencing factors, such as age or tenure in the built environment. Because of the purposes of this survey, we did not weight the data.

Avenue M Group, LLC, an independent market research and consulting firm, conducted the survey, analyzed the data, and prepared this white paper report. All respondent information is displayed in the aggregate and remains confidential. This report does not reveal information from any individual source.

## Executive Summary

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### Professional & Personal Demographics

1. The majority of survey respondents are employed full-time (71%) and have been in the built environment for more than 20 years (59%, excluding respondents who are fully retired or unemployed and not looking for work). By comparison, one in five (20%) respondents have worked in the built environment for 10 years or less. One-third (33%) of respondents are 44 or younger, and around two-thirds (64%) are 45 or older. (Three percent of respondents selected “Prefer not to answer” on the question regarding age.)
2. Nearly two-thirds (65%) of respondents are men, and almost three in ten (28%) are women. Women survey respondents are less likely to be business owners (9% compared to 16% of men) and, on average, have worked in the built environment for fewer years. Based on the respondents in this survey, women in the built environment tend to be younger and to have lower income compared to men.
3. Nearly three-fourths (74%) of survey respondents identify as White. Four percent of respondents identify as Hispanic or Latina/Latino/Latinx, 3% identify as Black or African American, and 3% identify as East Asian. One percent of respondents identify as Hispanic or Latina/Latino/Latinx & White; 1% identify as South Asian; 1% identify as Southeast Asian; 1% identify as Native American, Alaskan Native, or First Nations & White; and 1% identify as Middle Eastern or North African. (The survey question on race and/or ethnicity was multi-select; see page 21 for more information.)
4. White survey respondents are more likely to be older and to have worked in the built environment for longer, especially compared to Hispanic or Latina/Latino/Latinx respondents, East Asian respondents, and South Asian respondents. Compared to Black or African American respondents (8%) and East Asian respondents (6%), White respondents (15%) are significantly more likely to be business owners. White respondents (15%) are more likely than Hispanic or Latina/Latino/Latinx respondents (8%) and Black or African American respondents (7%) to indicate their position/level is President/C-level Executive or Vice President/Senior Vice President. White respondents (23%) are more likely than Hispanic or Latina/Latino/Latinx respondents (15%) to have an annual income of \$150,000 or higher.

#### Professional Demographic Snapshot:

- **25%** of respondents are Architects, and 14% are Consultants (Q3)
- **63%** work in private industry or business (Q4)
- **23%** work in government (Q4)
- **80%** hold a Bachelor’s, Master’s, or Doctorate/Medical/Law degree (Q7)
- **72%** hold a professional certification (Q8)

**More than two in five (43%) employed/working respondents indicated their company has a program or initiative dedicated to DEI.**

### Experiences of Discrimination/Prejudice in the Built Environment

5. Almost three in ten (28%) respondents indicated they have experienced discrimination or prejudice based on age. Younger respondents (aged 25 to 44) were more likely to indicate they have experienced discrimination or prejudice based on age and gender.
6. Two-thirds (66%) of women respondents indicated they experienced discrimination or prejudice in the built environment based on gender. Nearly seven in ten (69%) women who indicated they

have faced gender-based discrimination or prejudice said they experienced this in terms of compensation. More than half (51%) of men respondents indicated they have not experienced discrimination or prejudice based on any of the listed demographic aspects.

7. Almost three-fourths (72%) of Black or African American respondents indicated they have experienced discrimination or prejudice based on race and/or ethnicity. Around half of East Asian respondents (48%), South Asian respondents (48%), and Southeast Asian respondents (53%) and more than two in five Hispanic or Latina/Latino/Latinx respondents (41%) and Native American, Alaskan Native, or First Nations respondents (43%) indicated they have faced discrimination or prejudice based on race and/or ethnicity. More than one-third of respondents who identify as East Asian & White (38%) and respondents who identify as Middle Eastern or North African (35%) indicated they have faced discrimination or prejudice based on race and/or ethnicity. Among respondents who indicated they have experienced discrimination or prejudice based on race and/or ethnicity, almost two-thirds (64%) of Black or African American respondents indicated they experienced this discrimination or prejudice in compensation.
8. More than one-third (35%) of respondents agreed or strongly agreed with the following statement: **“I have to work harder than others to be valued equally in the built environment.”** However, almost two-thirds (65%) of women respondents agreed or strongly agreed with this. Black or African American respondents (69%), East Asian respondents (66%), South Asian respondents (66%), Southeast Asian respondents (59%), and Hispanic or Latina/Latino/Latinx respondents (55%) were more likely than White respondents (31%) to agree or strongly agree with this statement.
9. Nearly seven in ten (69%) respondents agreed or strongly agreed with the following statement: **“I have opportunities for success in the built environment that are similar to those of my peers.”** However, less than three in five (57%) women respondents agreed or strongly agreed. Black or African American respondents, East Asian respondents, and South Asian respondents were more likely than White respondents to disagree with this statement or to neither agree nor disagree. More than two in five (45%) Black or African American respondents disagreed or strongly disagreed with this statement.

### Perceptions of Diversity in the Built Environment

10. Respondents were most likely to include race (70% of all respondents), age (69%), and ethnicity (68%) in their definition of diversity within the context of the built environment.
11. About one-third (32%) of respondents indicated the built environment is not diverse at all or is a little diverse, and about one-third (32%) indicated the built environment is diverse or extremely diverse. Overall, younger respondents, women, and Black or African American respondents were more likely to indicate the built environment is not diverse or is a little diverse.
12. Around two-thirds (65%) of respondents indicated it is important or extremely important to increase the diversity of the built environment. Almost one in five (18%) indicated it is not important at all or a little important to increase the diversity of the built environment. Overall, younger respondents and women were more likely to indicate it is important to increase the diversity of the built environment. Black or African American respondents (91%), South Asian respondents (89%), East Asian respondents (84%), Hispanic or Latina/Latino/Latinx & White respondents (84%), and Hispanic or Latina/Latino/Latinx respondents (79%) were more likely than White respondents (64%) to indicate it is important or extremely important to increase the diversity of the built environment.

## Recommendations on Metrics

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Metrics are the quantifiable data that organizations should use to track and compare the progress towards a specific goal. In most cases, organizations will establish internal goals related to the financial health, growth, and performance of the organization and will establish mission-focused goals related to the workforce or achievement of a vision. In both instances, metrics can help identify bias blind spots including representation, recruitment, retention, promotion, professional development, pay and benefits, engagement, supplier diversity, and customer diversity.

Additionally, metrics provide a standardized framework that organizations can use to measure the progress or impact of initiatives within a company, business unit, or division. Through the use of metrics, organizations can collect more insights related to DEI initiatives and key goals, and leaders can assess the direction the organization is heading and when it will reach its goals. Metrics also make it easier to determine and assess successes or challenges.

Metrics for measuring diversity, equity, inclusion, and access (DEIA) within associations will vary based on the industry and the purpose of the initiative. The most common approach to establishing baseline metrics is to begin with data that is readily available, such as age, tenure, gender, employment status, race, and ethnicity. Avenue M recommends establishing metrics that are actionable and could possibly prompt appropriate action. Metrics should also be able to be tracked over time. Finally, we recommend considering peer comparisons when appropriate. The peer may be internal (within the organization) or external (within the built environment).

As a baseline for the organizations that participated in this study, we recommend the following metrics for consideration:

1. Recruitment, to the association and the workforce, of individuals from underrepresented and marginalized groups.
2. Workforce retention with the collection of deeper demographic data including the following:
  - a. Year first entered the built environment
  - b. Gender
  - c. Age
  - d. Race and/or ethnicity
  - e. Nationality or national origin
3. Pay equity within the industry



## Survey Findings: Professional Demographics & Affiliations

### Association Membership and Volunteering

1. Among respondents who indicated they are members of at least one of the listed professional organizations ( $n = 8068$ ), nearly two-thirds (65%) selected only one organization, and almost one-quarter (24%) selected two. Ten percent of respondents selected between three to eight organizations.

Among respondents who indicated they have volunteered for one of the listed organizations ( $n = 5206$ ), about three in five (61%) only selected one organization, and almost one-quarter (23%) selected two. Nine percent have volunteered for three of the listed organizations, and 7% have volunteered for between four to 11 of the listed organizations.

Q26: Please indicate in which professional organizations (if any) you currently hold membership. Please select all that apply. Q27: Please indicate for which professional organizations (if any) you have ever volunteered. Please select all that apply.	Membership (Q26)	Volunteering (Q27)
American Institute of Architects (AIA)	24%	24%
ASHRAE	18%	13%
U.S. Green Building Council (USGBC)	18%	12%
International Code Council (ICC)	17%	7%
Construction Specifications Institute (CSI)	10%	9%
Design-Build Institute of America (DBIA)	9%	5%
Institute of Real Estate Management (IREM®)	8%	6%
American Society of Civil Engineers (ASCE)	8%	8%
Building Owners and Managers Association International (BOMA International)	7%	8%
Green Building Initiative (GBI)	3%	3%
International Institute of Building Enclosure Consultants (IIBEC)	3%	2%
Construction Management Association of America (CMAA)	2%	2%
National Institute of Building Sciences (NIBS)	2%	2%
Energy & Environmental Building Alliance (EEBA)	1%	1%
New Buildings Institute (NBI)	1%	1%
RMC Research & Education Foundation	0%	0%
Regional Hispanic Contractors Association (RHCA)	0%	0%
None of the above	10%	34%
Prefer not to answer	3%	5%
$n =$	9220	8563

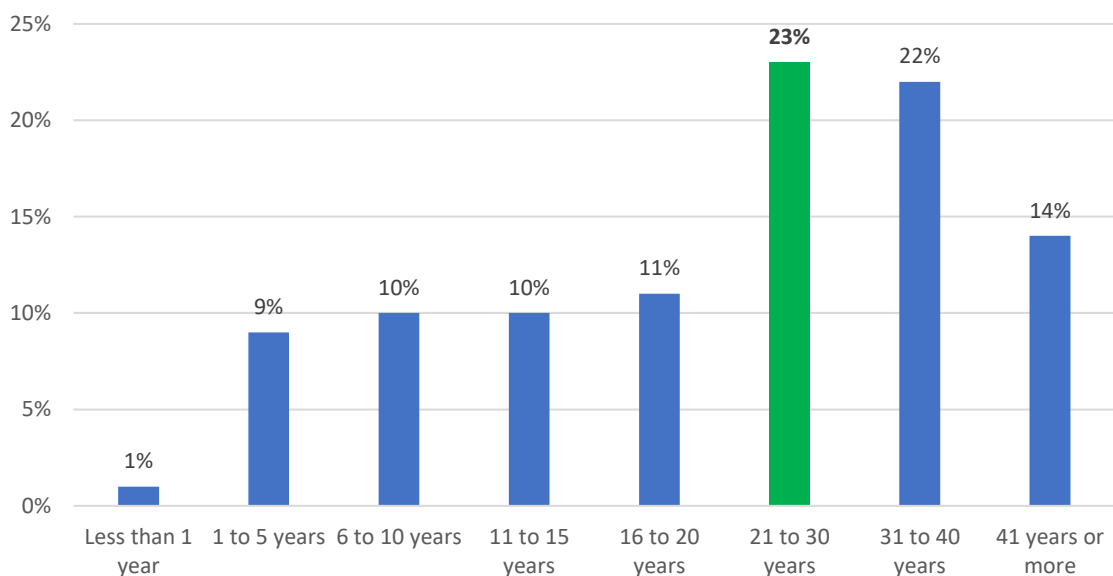
## Professional Demographics

2. **Employment Status:** About seven in ten survey respondents are employed full-time, and more than one in ten are business owners.

Q1: Which one of the following best describes your current employment status? Please select one. [Required; Shown to all respondents]	Percent
Employed full-time	71%
Business owner	14%
Self-employed/Freelance/Independent contractor	4%
Partially retired (still working)	3%
Fully retired	2%
Employed part-time	2%
Student and employed/working	1%
Unemployed and looking for work	1%
Student and unemployed/not working	1%
Unemployed and not looking for work	0%
Other, please specify:	1%
Prefer not to answer	1%
<i>n</i> =	11473

3. **Years in Built Environment:** Most survey respondents have a fairly long tenure in the built environment. Nearly three in five (59%) respondents have worked in the built environment for more than 20 years (excluding respondents who are fully retired or unemployed and not looking for work). One in five (20%) respondents have worked in the built environment for 10 years or less.

Q2: How long have you worked in the built environment?

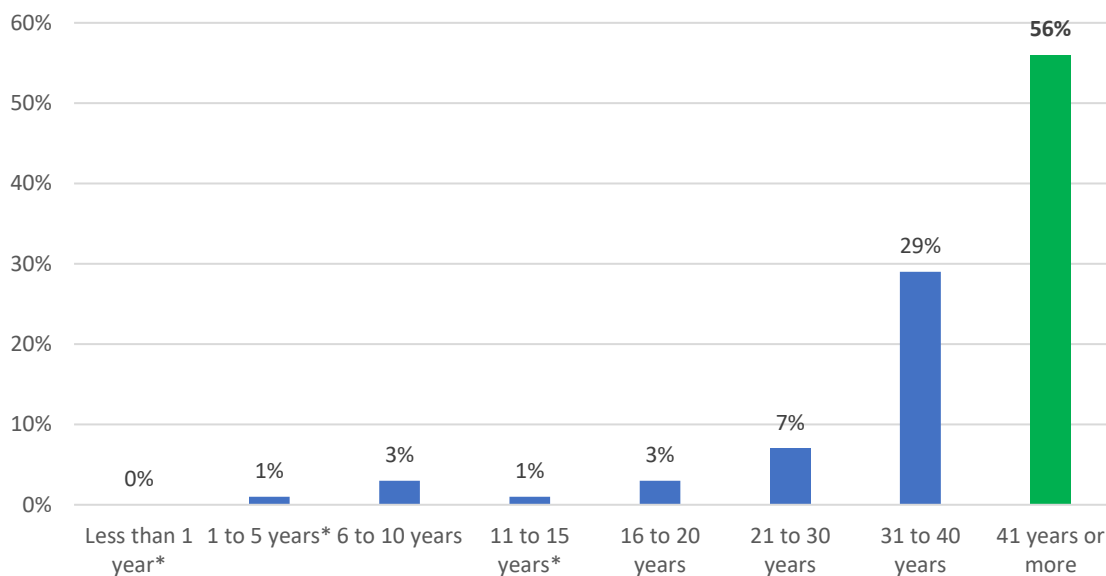


*n* = 10827

*This question was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1. The graph above shows percentages recalculated to exclude the 1% of respondents who said, “I have not worked in the built environment but plan to in the future,” the 1% of respondents who said, “I have not worked in the built environment and do not plan to in the future,” and the 1% of respondents who said, “Prefer not to answer.”*

Among respondents who are fully retired or unemployed and not looking for work, more than four in five (85%) worked in the built environment for more than 30 years.

### Q2: How long did you work in the built environment?



n = 279

\*Fewer than 5 respondents

*This question was shown to respondents who indicated "Fully retired" or "Unemployed and not looking for work" in Q1. The table above shows percentages recalculated to exclude the 0% of respondents who said, "I have not worked in the built environment but plan to in the future," the 1% of respondents who said, "I have not worked in the built environment and do not plan to in the future," and the 1% of respondents who said, "Prefer not to answer."*

4. Compared to respondents who are employed full-time, business owners and respondents who are self-employed/freelance/independent contractors tend to be older and are more likely to have worked in the built environment for longer.

Q2: Years in the Built Environment	Employed full-time	Business owner	Self-employed/Freelance/Independent contractor	NET
Less than 1 year	1% ↓	0% ↓	1%*	1%
1 to 5 years	10% ↑	1% ↓	3% ↓	9%
6 to 10 years	13% ↑	2% ↓	5% ↓	10%
11 to 15 years	11% ↑	6% ↓	7%	10%
16 to 20 years	12% ↑	7% ↓	8% ↓	11%
21 to 30 years	24% ↑	26% ↑	17% ↓	23%
31 to 40 years	20% ↓	31% ↑	25%	22%
41 years or more	9% ↓	26% ↑	35% ↑	14%
n =	7893	1615	452	10826

Q11: Age	Employed full-time	Business owner	Self-employed/Freelance/Independent contractor	NET
Prefer not to answer	3%	3%	4%	3%
24 or younger	1% ↓	0%* ↓	0%*	1%
25 to 34	16% ↑	2% ↓	2% ↓	13%
35 to 44	22% ↑	12% ↓	8% ↓	18%
45 to 54	23% ↑	22%	16% ↓	21%
55 to 64	26%	32% ↑	26%	25%
65 to 74	8% ↓	25% ↑	30% ↑	14%
75 or older	1% ↓	6% ↑	14% ↑	4%
n =	7043	1393	396	9894

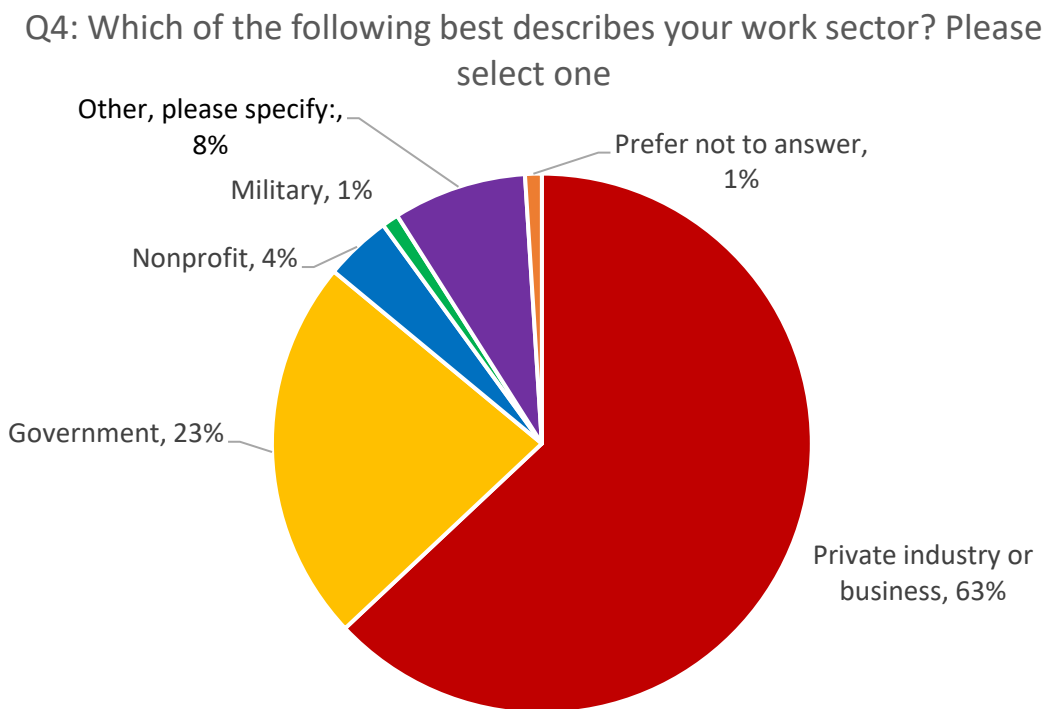
\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The table above does not include the columns for several employment statuses (determined by Q1), including partially retired, employed part-time, student and employed, etc. The percentages for Q2 have been recalculated based on excluding "I have not worked in the built environment but plan to in the future," "I have not worked in the built environment and do not plan to in the future," and "Prefer not to answer."

5. **Profession:** One-quarter of respondents are Architects. After Architect, the largest percentage of respondents are Consultants, followed by Project Managers, Mechanical Engineers, and Code Officials.

Q3: Which of the following best describes your profession/field in the built environment? If you are a student, please select the field you plan to pursue after you complete training. Please select all that apply. <i>[Shown to all respondents except those who are Fully retired or Unemployed and not looking for work.]</i>	Percent
Architect	25%
Consultant	14%
Project Manager	13%
Engineer: Mechanical	13%
Code Official	12%
Real Estate Professional/Property Manager	10%
Designer	9%
Construction: Manager/Supervisor	8%
Engineer: Civil	7%
Builder	6%
Facility Management and Operations Professional	5%
Building Owner	4%
Specifier	4%
Manufacturer/Fabricator	4%
Estimator	3%
Engineer: Structural	3%
Researcher/Educator	3%
Specialty Trade Professional	3%
Planner	2%
Developer	2%
Engineer: Plumbing	2%
Engineer: Other	2%
Interior Architect	2%
Energy Services Provider	2%
Engineer: Electrical	1%
Engineer: Environmental	1%
Regulation Professional/Policy maker	1%
Construction: Laborer	1%
Finance, Banking, and/or Insurance Professional	0%
Surveyor	0%
Lawyer, Judge, or other Law Professional	0%
Profession/Field not listed, please specify:	7%
Student unsure of future profession/field	0%
Prefer not to answer	0%
<i>n</i> =	10756

6. **Work Sector:** Almost two-thirds of respondents work in private industry or business, and almost one-quarter work in the government sector.



n = 9892

The question above was shown to all respondents except respondents who indicated “Student and unemployed/not working,” “Unemployed and not looking for work,” or “Fully retired” in Q1.

7. **Job Position/Level:** Among employed respondents, more than two in five are at a Manager/Director level, and about one-quarter are a Mid-level Worker. (This includes unemployed respondents who are looking for work and answered this question based on their most recent job position.)

Q5: Which one of the following most closely matches your position/level? Please select one. [Shown to all respondents except respondents who are “Student and unemployed/not working,” “Unemployed and not looking for work,” and “Fully retired” in Q1]	Percent
Manager/Director	42%
Mid-level Worker	24%
President or C-level Executive (e.g., CEO, CIO, CTO, COO, CMO)	14%
Vice President/Senior Vice President	8%
Entry-level Worker	4%
Other, please specify:	6%
Not applicable	1%
Prefer not to answer	1%
n =	9939

8. **Military Service:** Nine in ten respondents have not served in the U.S. Armed Forces, Military Reserves, or National Guard.

Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard? <i>[Shown to all respondents]</i>	Percent
No	90%
Yes	8%
Prefer not to answer	1%
<i>n</i> =	10259

9. **Education:** Almost half of respondents indicated the highest level of degree they have completed is a bachelor’s degree or equivalent, and almost one-third indicated their highest degree is a master’s degree or equivalent.

What is the highest level of degree you have completed? Please select one. <i>[Shown to all respondents]</i>	Percent
High school	7%
Associate degree or equivalent	8%
Vocational degree or equivalent	3%
Bachelor’s degree or equivalent	46%
Master’s degree or equivalent	31%
Doctoral degree, medical degree, law degree, or equivalent	3%
Other, please specify:	1%
None of the above	0%
Prefer not to answer	1%
<i>n</i> =	10353

10. **Certifications:** Almost three-fourths of respondents hold at least one certification.

Do you hold any certifications? <i>[Shown to all respondents]</i>	Percent
Yes, please specify:	72%
No	20%
Prefer not to answer	5%
Unsure	3%
<i>n</i> =	10315

## DEI Program or Initiative

11. More than two in five employed/working respondents indicated their company has a program or initiative dedicated to diversity, equity, and inclusion (DEI), and nearly one in five indicated their company does not have a formal program/initiative but has policies related to DEI.

Q25: Does the company where you work have a diversity, equity, and inclusion (DEI) or equivalent program or initiative? [Shown to all respondents except respondents who indicated "Student and unemployed/not working," "Unemployed and looking for work," "Unemployed and not looking for work," and "Fully retired" in Q1]	Percent
Yes, we have a program or initiative dedicated to DEI	43%
No, we don't have a formal program or initiative, but we do have policies related to DEI	19%
No, our company does not have any programs, initiatives, or policies related to DEI	16%
I don't know/Unsure	16%
Prefer not to answer	6%
<i>n</i> =	8870

12. Compared to other professions, the following professions were **significantly more likely** to indicate their company has a program or initiative dedicated to DEI:

- project managers (47%),
- construction managers/supervisors (47%),
- civil engineers (57%),
- facility management and operations professionals (55%),
- researchers/educators (63%),
- environmental engineers (59%), and
- regulation professionals/policymakers (59%).

By comparison, the following professions were **significantly less likely** to indicate their company has a program or initiative dedicated to DEI:

- architects (40%),
- consultants (40%),
- real estate professionals/property managers (38%),
- designers (36%),
- builders (34%),
- specifiers (30%),
- specialty trade professionals (32%),
- developers (32%), and
- interior architects (31%).



## Survey Findings: Personal Demographics

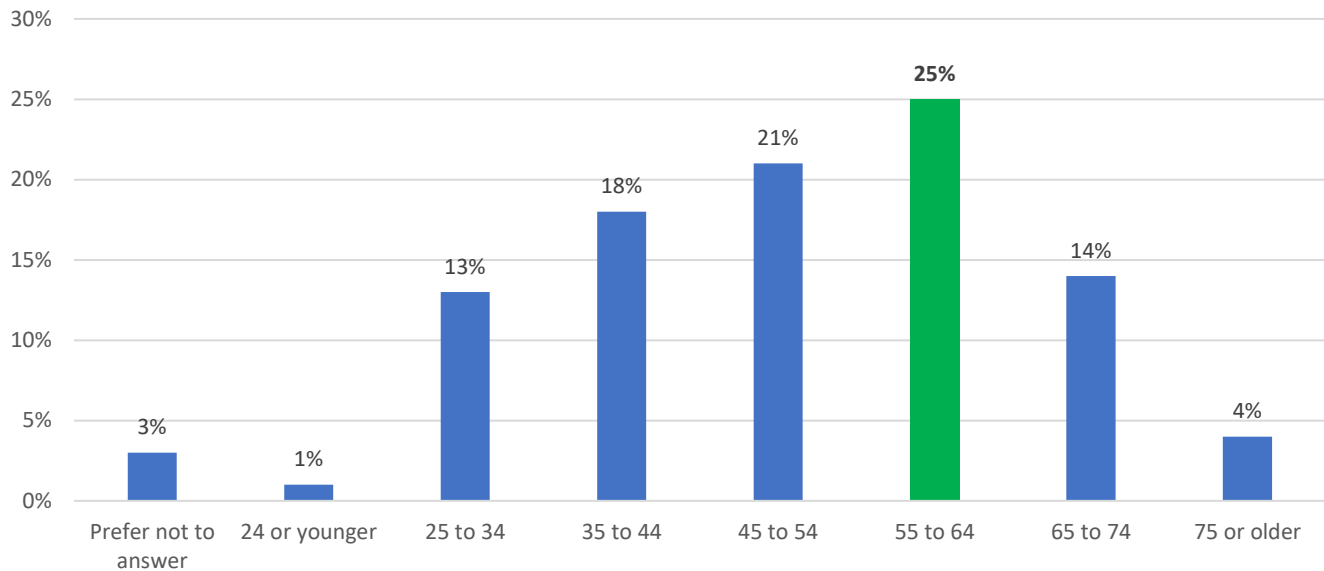
13. **Nationality & Location:** Almost nine in ten (89%) respondents were born in the United States. One percent of respondents were born in each of the following countries: Canada, India, China, Germany, and Mexico. The states with the largest percentage of respondents were California (12%), Texas (7%), Washington (5%), and New York (5%).

Question 9: "In which state or territory do you live?" [Shown to all respondents]

Question 10: "In what country were you born?" [Shown to all respondents]

14. **Age:** One-quarter of respondents are between the ages of 55 and 64. One-third (33%) of respondents are 44 or younger, and around two-thirds (64%) are 45 or older.

Age (Q11: What year were you born?)

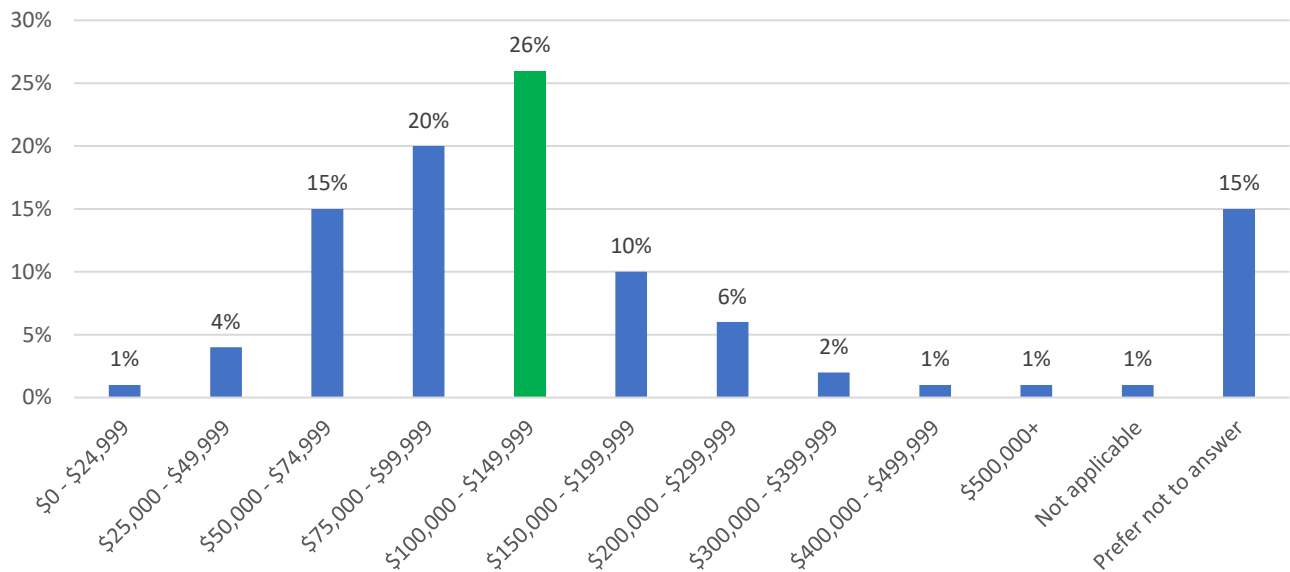


*n* = 9954

This question was shown to all respondents.

15. **Income:** Two in five (40%) survey respondents have an annual income (before tax) of \$99,999 or less, and around one-quarter make between \$100,000 and \$149,000. Almost one in five (18%) have an annual income of \$150,000 or more.

Q12: What is your individual annual income before tax?



n = 10435

This question was shown to all respondents.

16. **Disability:** Around four in five respondents indicated they do not have any of the listed disabilities. Among respondents who indicated they do have a disability, 81% indicated they have one disability, 15% indicated they have two disabilities, and 4% indicated they have three or more of the disabilities listed.

Q13: Do you have any of the following disabilities? Please select all that apply. [Shown to all respondents]	Percent
Chronic Illness/Medical Condition	3%
Deaf/Hard of Hearing	3%
Attention Deficit/Hyperactivity Disorder	2%
Mental Health/Psychological Condition	2%
Physical/Mobility condition that affects walking	2%
Physical/Mobility condition that does not affect walking	1%
Acquired/Traumatic Brain Injury	0%
Blind/Low Vision	0%
Cognitive or Learning Disability	0%
Autism Spectrum	0%
Speech/Communication Condition	0%
None of the above	81%
Disability not listed/Prefer to self-describe:	1%
Prefer not to answer	6%
n =	9795

17. **Sexual Orientation:** Three-fourths of respondents described their sexual orientation as heterosexual. Notably, 16% of respondents indicated “Prefer not to answer.”

Q14: How would you describe your sexual orientation? Please select all that apply. <i>[Shown to all respondents]</i>	Percent
Heterosexual	75%
Asexual	4%
Bisexual	2%
Gay	2%
Lesbian	1%
Queer	0%
Pansexual	0%
Questioning	0%
Sexual orientation not listed/Prefer to self-describe:	1%
Prefer not to answer	16%
<i>n</i> =	9998

*The sexual orientation question (Q14) was multi-select, so some respondents selected multiple options listed.*

18. **Gender:** Nearly two-thirds of respondents are men, and almost three in ten are women.

Q15: How would you describe your gender identity? Please select all that apply. <i>[Shown to all respondents]</i>	Percent
Man	65%
Woman	28%
Nonbinary	0%
Gender nonconforming	0%
Gender identity not listed/Prefer to self-describe:	0%
Prefer not to answer	6%
<i>n</i> =	10007

*The gender question (Q15) was multi-select, so some respondents selected multiple gender options listed.*

Women survey respondents are less likely to be business owners (9% compared to 16% of men) and, on average, have worked in the built environment for fewer years.

Q2: How long have you worked in the built environment?	Man	Woman	Prefer not to answer	NET
Less than 1 year	1% ↓	1% ↑	1%	1%
1 to 5 years	7% ↓	15% ↑	5% ↓	9%
6 to 10 years	8% ↓	16% ↑	7% ↓	11%
11 to 15 years	9% ↓	13% ↑	9%	10%
16 to 20 years	10% ↓	14% ↑	13%	11%
21 to 30 years	22%	24%	24%	23%
31 to 40 years	24% ↑	13% ↓	26% ↑	21%
41 years or more	19% ↑	4% ↓	15%	14%
n =	6205	2732	587	9581

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The gender question (Q15) was multi-select, so a few respondents who selected “Woman” or “Man” also selected another one of the listed options. This table does not include columns for “Nonbinary,” “Gender nonconforming,” or “Gender not listed/Prefer to self-describe” due to small sample sizes. This version of Q2 was shown to all respondents except those who indicated “Fully retired” or “Unemployed and not looking for work” in Q1. The percentages have been recalculated to exclude these options from Q2: “I have not worked in the built environment but plan to in the future,” “I have not worked in the built environment and do not plan to in the future,” and “Prefer not to answer.”

Based on the respondents in this survey, women in the built environment tend to be younger and to have lower income compared to men.

Q11: Age	Man	Woman	Prefer not to answer	NET
Prefer not to answer	2% ↓	2%	19% ↑	3%
24 or younger	1%	2%	0%*	1%
25 to 34	11% ↓	20% ↑	6% ↓	13%
35 to 44	16% ↓	25% ↑	17%	19%
45 to 54	20% ↓	23% ↑	16% ↓	21%
55 to 64	27% ↑	21% ↓	24%	25%
65 to 74	18% ↑	6% ↓	16%	14%
75 or older	5% ↑	1% ↓	2%	3%
n =	6199	2702	564	9516
Q12: Income [Condensed ranges]	Man	Woman	Prefer not to answer	NET
\$0 - \$74,999	19% ↓	34% ↑	23%	24%
\$75,000 - \$99,999	22% ↓	26% ↑	24%	23%
\$100,000 - \$149,999	32% ↑	27% ↓	38% ↑	31%
\$150,000+	26% ↑	13% ↓	16% ↓	22%
n =	5543	2519	264	8370

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The gender question (Q15) was multi-select, so a few respondents who selected “Woman” or “Man” also selected another one of the listed gender identity options (e.g., “Nonbinary,” “Gender nonconforming”). This table does not include columns for “Nonbinary,” “Gender nonconforming,” or “Gender not listed/Prefer to self-describe” because of small sample sizes. The rows under Income (Q12) have been condensed and recalculated to exclude “Prefer not to answer” and “Not applicable.”

19. **Race & Ethnicity:** Nearly three-fourths of respondents identify as White. Four percent of respondents identify as Hispanic or Latina/Latino/Latinx, 3% identify as Black or African American, and 3% identify as East Asian. One percent of respondents identify as Hispanic or Latina/Latino/Latinx & White; 1% identify as South Asian; 1% identify as Southeast Asian; 1% identify as Native American, Alaskan Native, or First Nations & White; and 1% identify as Middle Eastern or North African.<sup>2</sup>

*Please note, this question was multi-select. In the table below, the rows with ampersands (&) represent respondents who identify with more than one of the listed racial and/or ethnic groups. This table only shows the rows with 10 or more respondents.*

Q16: Please indicate the racial and/or ethnic groups with which you identify. Please select all that apply. [Shown to all respondents]	Percent	Row n
White [selected alone]	74%	7370
Hispanic or Latina/Latino/Latinx [selected alone]	4%	357
Black or African American [selected alone]	3%	267
East Asian (including Chinese, Japanese, Korean, Mongolian, Tibetan, and Taiwanese) [selected alone]	3%	266
Race or ethnicity not listed/Prefer to self-describe [selected alone]	2%	204
Hispanic or Latina/Latino/Latinx & White	1%	134
South Asian (including Bangladeshi, Bhutanese, Indian, Nepali, Pakistani, and Sri Lankan) [selected alone]	1%	132
Southeast Asian (including Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Thai, and Vietnamese) [selected alone]	1%	61
Native American, Alaskan Native, or First Nations & White	1%	56
Middle Eastern or North African [selected alone]	1%	54
Native American, Alaskan Native, or First Nations [selected alone]	0%	37
East Asian (including Chinese, Japanese, Korean, Mongolian, Tibetan, and Taiwanese) & White	0%	35
White & Race or ethnicity not listed/Prefer to self-describe	0%	28
Middle Eastern or North African & White	0%	24
Black or African American & White	0%	18
Southeast Asian (including Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Thai, and Vietnamese) & White	0%	17
Native Hawaiian or Pacific Islander [selected alone]	0%	13
Black or African American & Hispanic or Latina/Latino/Latinx	0%	12
Hispanic or Latina/Latino/Latinx & Native American, Alaskan Native, or First Nations & White	0%	11
All remaining respondents who indicated the racial and/or ethnic groups with which they identify	1%	101
Prefer not to answer	8%	820
<i>n = 10017</i>		

<sup>2</sup> In this report, we are capitalizing all race and/or ethnic group names, following the standards of the [National Association of Black Journalists](#) (as of June 2020), the [Chicago Manual of Style](#) (as of June 2020), and the [AMA Manual of Style](#) (as of July 2020).

Among respondents who shared the racial and/or ethnic groups with which they identify (i.e., respondents who did not select “Prefer not to answer”), the majority (95%,  $n = 8761$ ) identify with only one of the listed groups. Four percent identify with two of the listed groups ( $n = 384$ ), and around 1% identify with three or more of the listed groups ( $n = 52$ ).

It is worth noting that while 95% of respondents who identify as White only identify with one racial and/or ethnic group, just two-thirds of Hispanic or Latina/Latino/Latinx respondents and around half of Southeast Asian respondents and Middle Eastern or North African respondents identify with only one racial and/or ethnic group.

Most respondents who identify as Native American, Alaskan Native, or First Nations and most respondents who identify as Native Hawaiian or Pacific Islander identify with more than one racial and/or ethnic group.

Q16: # Racial and/or Ethnic Groups Identify with	White	Hispanic or Latina/Latino/Latinx	Black or African American	East Asian	South Asian	Native American, Alaskan Native, or First Nations	Southeast Asian	Middle Eastern or North African	Native Hawaiian or Pacific Islander	Race or ethnicity not listed/Prefer to self-describe:
1	95%	66% ↓	80% ↓	81% ↓	88% ↓	29% ↓	56% ↓	56% ↓	38% ↓	80% ↓
2	4%	29% ↑	13% ↑	15% ↑	6%	48% ↑	32% ↑	33% ↑	38% ↑	16% ↑
3	0%	4% ↑	4% ↑	3% ↑	3%* ↑	17% ↑	5% ↑	6% ↑	12%* ↑	4% ↑
4	0%*	0%*	1%* ↑	1%* ↑	0%*	2%* ↑	2%* ↑	1%* ↑	3%* ↑	0%* ↑
6	0%*	0%*	0%* ↑	0%*	1%* ↑	1%* ↑	1%* ↑	1%* ↑	0%*	0%*
7	0%*	0%* ↑	0%* ↑	0%* ↑	1%* ↑	1%* ↑	1%* ↑	0%*	0%*	0%*
9	0%*	1%* ↑	1%* ↑	1%* ↑	2%* ↑	2%* ↑	3%* ↑	3%* ↑	9%* ↑	0%*
$n =$	7739	540	332	330	150	128	108	97	34	256

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement.

20. Nearly half of Black or African American respondents are women, as are more than two in five East Asian respondents and nearly two in five Hispanic or Latina/Latino/Latinx respondents. More than two in five respondents who identify as Hispanic or Latina/Latino/Latinx & White are women. By comparison, less than three in ten respondents who identify as White are women.

White survey respondents are more likely to be older and to have worked in the built environment for longer, especially compared to Hispanic or Latina/Latino/Latinx respondents, East Asian respondents, and South Asian respondents.

See the tables on the following page for additional information.

Table 1 of 2

Q15: Gender	White	Hispanic or Latina/Latino/Latinx	Black or African American	East Asian	Hispanic or Latina/Latino/ Latinx & White	South Asian
Man	71% ↑	60%	48% ↓	55% ↓	57%	62%
Woman	28%	39% ↑	49% ↑	42% ↑	42% ↑	34%
Prefer not to answer	1% ↓	1% ↓	1%* ↓	2% ↓	1%* ↓	3%*
n =	7343	356	265	265	133	131
Q11: Age						
Prefer not to answer	1% ↓	3%	5%	4%	0%*	8% ↑
24 or younger	1% ↓	5% ↑	1%*	3%	2%*	5% ↑
25 to 34	12% ↓	22% ↑	17%	29% ↑	26% ↑	37% ↑
35 to 44	18%	22%	21%	22%	18%	19%
45 to 54	21%	27% ↑	24%	19%	22%	12%
55 to 64	27% ↑	15% ↓	24%	17% ↓	20%	11% ↓
65 to 74	16% ↑	6% ↓	8% ↓	6% ↓	11%	5% ↓
75 or older	4% ↑	1%* ↓	2%*	0%* ↓	2%*	3%*
n =	7037	344	254	254	132	130
Q2: Years in Built Environment						
Average # of Years	26.3 ↑	17.6 ↓	20.2 ↓	17.7 ↓	20.6 ↓	15.8 ↓
n =	7071	345	257	257	132	125

Table 2 of 2 (Continued from table above)

Q15: Gender	Southeast Asian	Native American, Alaskan Native, or First Nations & White	Middle Eastern or North African	Native American, Alaskan Native, or First Nations	East Asian & White
Man	53%	73%	67%	65%	44% ↓
Woman	45% ↑	24%	30%	24%	56% ↑
Prefer not to answer	2%*	4%*	4%*	11%*	0%*
n =	60	55	54	37	34
Q11: Age					
Prefer not to answer	7%*	4%*	4%*	6%*	6%*
24 or younger	5%* ↑	0%*	0%*	0%*	9%* ↑
25 to 34	21%	9%	27% ↑	6%*	23%
35 to 44	20%	25%	27%	6%*	17%
45 to 54	25%	17%	20%	46% ↑	20%
55 to 64	16%	32%	18%	14%	20%
65 to 74	2%* ↓	9%	2%* ↓	20%	6%*
75 or older	4%*	4%*	2%*	3%*	0%*
n =	56	53	51	35	35
Q2: Years in Built Environment					
Average # of Years	17.5 ↓	25.1	17.7 ↓	28.2	22.4
n =	58	54	51	35	31

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. These tables do not include columns with a sample size less than 30 and exclude the columns for "Prefer not to answer" and "Race or ethnicity not listed/Prefer to self-describe." The rows for Q15 on gender identity do not include "Nonbinary," "Gender nonconforming," and "Gender identity not listed/Prefer to self-describe" (NET is 0% for each). The version of Q2 in this table was shown to all respondents except those who were "Fully retired" or "Unemployed and not looking for work" (Q1). The averages for Q2 are based on excluding "Prefer not to answer," "I have not worked in the built environment but plan to in the future," and "I have not worked in the built environment and do not plan to in the future."

21. Compared to Black or African American survey respondents and East Asian survey respondents, White survey respondents are significantly more likely to be business owners. Compared to Hispanic or Latina/Latino/Latinx respondents and Black or African American respondents, White respondents are more likely to indicate their position/level is President/C-level Executive. White respondents are more likely than Hispanic or Latina/Latino/Latinx respondents to have an annual income of \$150,000 or higher.

Q1: Employment Status	White	Hispanic or Latina/Latino/Latinx	Black or African American	East Asian	Hispanic or Latina/Latino/Latinx & White	South Asian
Employed full-time	72%	75%	80% ↑	74%	69%	68%
Business owner	15% ↑	11%	8% ↓	6% ↓	14%	7%
Partially retired (still working)	3%	1%*	1%*	1%*	5%	2%*
Fully retired	3% ↑	1%*	1%*	1%*	1%*	0%*
Student and employed/working	1% ↓	4% ↑	3%	6% ↑	5% ↑	10% ↑
Student and unemployed/not working	0% ↓	2% ↑	1%*	2% ↑	0%*	5% ↑
n =	7317	356	266	264	133	132
Q5: Work Position/Level	White	Hispanic or Latina/Latino/Latinx	Black or African American	East Asian	Hispanic or Latina/Latino/Latinx & White	South Asian
Manager/Director	42%	46%	44%	29% ↓	41%	29% ↓
Mid-level Worker	24%	28%	27%	37% ↑	27%	33%
President or C-level Executive (e.g., CEO, CIO, CTO, COO, CMO)	15% ↑	8% ↓	7% ↓	9%	13%	9%
Vice President/Senior Vice President	8% ↑	4% ↓	8%	5%	7%	7%
Entry-level Worker	3% ↓	7% ↑	6%	11% ↑	9% ↑	16% ↑
n =	6804	331	245	243	124	122
Q12: Income [Condensed Ranges]	White	Hispanic or Latina/Latino/Latinx	Black or African American	East Asian	Hispanic or Latina/Latino/Latinx & White	South Asian
\$0 - \$74,999	22% ↓	36% ↑	36% ↑	30%	33%	36% ↑
\$75,000 - \$99,999	24%	22%	24%	24%	20%	23%
\$100,000 - \$149,999	31%	27%	22% ↓	28%	31%	25%
\$150,000+	23% ↑	15% ↓	17%	17%	16%	16%
n =	6431	321	229	230	117	108

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. This table does not include columns with a sample size less than 100 and excludes the columns for "Prefer not to answer" and "Race or ethnicity not listed/Prefer to self-describe." The table shows only select rows from Q1 and Q5. The income rows (Q12) have been condensed and recalculated to exclude "Not applicable" and "Prefer not to answer."



## Survey Findings:

### *Experiences of Discrimination/Prejudice in the Built Environment*

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22. Two in five survey respondents indicated they have not experienced discrimination or prejudice in the built environment based on any of the demographics listed in the table below. Almost three in ten respondents indicated they have experienced discrimination or prejudice based on age, and more than one-quarter indicated they have experienced discrimination or prejudice based on gender. Sixteen percent of respondents indicated they have experienced discrimination or prejudice based on race and/or ethnicity.

Q21: In general, have you experienced discrimination or prejudice in the built environment based on the following? Please select all that apply. <i>[Shown to all respondents]</i>	Percent
Age	28%
Gender (including gender identity and/or gender expression)	27%
Race and/or ethnicity	16%
Education	11%
Body size/shape	11%
Socioeconomic class and/or economic situation	9%
Nationality or national origin	8%
Religion	7%
Marital status	6%
Sexual orientation	5%
Disability	5%
Military service or veteran status	2%
Demographics not listed, please specify:	3%
None of the above	40%
Prefer not to answer	6%
<i>n</i> =	9558

Among respondents who indicated they have faced discrimination or prejudice on the basis of one of the listed demographics, more than one-third (36%) indicated one demographic aspect, more than one-quarter (27%) indicated two demographic aspects, and less than one in five (16%) indicated three demographics aspects.

## Age

23. Younger respondents (aged 25 to 44) were more likely to indicate they have experienced discrimination or prejudice based on age and gender. Older respondents (aged 65 and older) were more likely to indicate they have not experienced discrimination or prejudice based on any of the demographic aspects listed in Q21.

Q21	24 or younger	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 or older	NET
Age	29%	38% ↑	34% ↑	23% ↓	25% ↓	29%	19% ↓	28%
Gender (including gender identity and/or gender expression)	26%	34% ↑	36% ↑	29%	23% ↓	15% ↓	7% ↓	27%
None of the above	48%	35% ↓	35% ↓	41%	42%	46% ↑	55% ↑	40%
n =	136	1204	1695	1905	2278	1291	317	9087

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. This table only shows a select few rows in Q21. The table also excludes the "Prefer not to answer" column.

24. Among the 28% of respondents overall who indicated they have faced discrimination or prejudice based on age, more than two in five indicated this discrimination or prejudice was in work assignments/projects, promotion, and compensation. More than one-third indicated it was in hiring.

Q22 (Age): Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [age]? Please select all that apply.	Percent
Work assignments/projects	43%
Promotion	43%
Compensation	41%
Hiring	36%
Other areas	18%
Prefer not to answer	6%
n =	2417

Around half of respondents aged 35 to 44 who said they have experienced discrimination or prejudice based on age indicated they experienced this in work assignments/projects, promotion, and compensation. By comparison, respondents aged 55 and older who indicated they have experienced discrimination or prejudice based on age were more likely to indicate they experienced this age-based discrimination or prejudice in hiring.

Q22: Age	24 or younger	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 or older	NET
Work assignments/projects	46%	47%	53% ↑	43%	37% ↓	33% ↓	38%	43%
Promotion	26%	39%	49% ↑	42%	39%	47%	44%	43%
Compensation	34%	46%	49% ↑	42%	31% ↓	36%	33%	41%
Hiring	40%	22% ↓	24% ↓	35%	45% ↑	52% ↑	51% ↑	35%
Other areas	14%	26% ↑	19%	16%	14%	13% ↓	9%	18%
Prefer not to answer	14%	8%	6%	6%	5%	4%	11%	6%
n =	35	426	521	387	489	328	55	2305

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The table above excludes the column "Prefer not to answer."

Among respondents who indicated they experienced discrimination or prejudice in the built environment based on age, women were more likely than men to indicate this age discrimination or prejudice was in compensation or in other areas not listed, while men were more likely than women to indicate this age-based discrimination or prejudice was in hiring.

Q22: Age	Man	Woman	NET
Work assignments/projects	42%	45%	43%
Promotion	42%	43%	43%
Compensation	36% ↓	47% ↑	41%
Hiring	38% ↑	30% ↓	35%
Other areas	14% ↓	22% ↑	18%
Prefer not to answer	7%	5% ↓	6%
n =	1265	973	2349

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The gender question (Q15) was multi-select, so a few respondents who selected "Woman" or "Man" also selected another one of the listed gender identity options (e.g., "Nonbinary," "Gender nonconforming"). This table does not include the columns for "Nonbinary," "Gender nonconforming," "Gender identity not listed/Prefer to self-describe," and "Prefer not to answer."

## Gender

25. Two-thirds of women respondents indicated they experienced discrimination or prejudice in the built environment based on gender. Although the sample sizes are small, it is notable that more than half of nonbinary and gender nonconforming respondents indicated they have experienced discrimination or prejudice in the built environment based on gender. More than half of men respondents indicated they have not experienced discrimination or prejudice based on any of the listed demographic aspects.

Q21: Experienced Discrimination/Prejudice based on...	Man	Woman	Nonbinary	Gender nonconforming	Prefer not to answer	NET
Age	24% ↓	40% ↑	42%	65% ↑	21% ↓	28%
Gender (including gender identity and/or gender expression)	9% ↓	66% ↑	58% ↑	59% ↑	19% ↓	27%
Race and/or ethnicity	17%	15%	15%*	29%	15%	16%
Education	11%	12%	19%	18%*	11%	11%
Body size/shape	8% ↓	16% ↑	19%	24%*	10%	10%
Socioeconomic class and/or economic situation	9%	9%	12%*	24%*	11%	9%
Nationality or national origin	8% ↑	6% ↓	4%*	12%*	8%	8%
Religion	8% ↑	5% ↓	8%*	6%*	9%	7%
Marital status	3% ↓	12% ↑	15%*	41% ↑	6%	6%
Sexual orientation	5%	5%	27% ↑	29% ↑	5%	5%
Disability	5%	3% ↓	12%*	24%* ↑	7% ↑	5%
Military service or veteran status	2% ↑	0% ↓	0%*	0%*	4% ↑	2%
Demographics not listed, please specify:	3% ↓	4%	12%* ↑	35% ↑	4%	3%
None of the above	51% ↑	19% ↓	23%	24%*	28% ↓	40%
Prefer not to answer	5% ↓	4% ↓	4%*	0%*	33% ↑	6%
n =	5986	2681	26	17	523	9247

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The gender question (Q15) was multi-select, so some respondents selected multiple gender identity options listed (e.g., some respondents selected both “Nonbinary” and “Gender nonconforming”). Therefore, the sum of the column sample sizes is larger than the NET sample size. The table above does not include the column for “Gender identity not listed/Prefer to self-describe” (n = 45). This table only shows select rows from Q21.

26. Among the 27% of respondents overall who indicated they have faced discrimination or prejudice based on gender, around three in five indicated this discrimination or prejudice was in compensation. Almost half indicated this gender-based discrimination or prejudice was in work assignments/projects and promotion. Almost three in ten indicated this gender-based discrimination or prejudice was in hiring, and nearly one-quarter indicated it was in other areas not listed.

<b>Q22 (Gender (including gender identity and/or gender expression)):</b> Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [gender]? Please select all that apply.	Percent
Compensation	61%
Work assignments/projects	49%
Promotion	47%
Hiring	28%
Other areas	24%
Prefer not to answer	7%
<i>n</i> =	2282

Nearly seven in ten women who indicated they have faced gender-based discrimination or prejudice said they experienced this in terms of compensation. Among respondents who indicated they have faced discrimination or prejudice based on gender, women were more likely than men to indicate they experienced gender-based discrimination or prejudice in compensation, work assignments/projects, promotion, and other areas not listed.

Q22: Gender	Man	Woman	NET
Compensation	31% ↓	69% ↑	61%
Work assignments/projects	40% ↓	51% ↑	49%
Promotion	38% ↓	49% ↑	47%
Hiring	36% ↑	24% ↓	27%
Other areas	18% ↓	26% ↑	24%
Prefer not to answer	15% ↑	5% ↓	7%
<i>n</i> =	450	1665	2214

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The gender question (Q15) was multi-select, so a few respondents who selected “Woman” or “Man” also selected another one of the listed gender identity options (e.g., “Nonbinary,” “Gender nonconforming”). This table does not include the columns for “Nonbinary,” “Gender nonconforming,” “Gender identity not listed/Prefer to self-describe,” and “Prefer not to answer.”

## Race & Ethnicity

27. **Almost three-fourths of Black or African American respondents indicated they have experienced discrimination or prejudice based on race and/or ethnicity.** Around half of Southeast Asian respondents, East Asian respondents, and South Asian respondents and more than two in five Native American, Alaskan Native, or First Nation respondents and Hispanic or Latina/Latino/Latinx respondents indicated they have faced discrimination or prejudice based on race and/or ethnicity. More than one-third of respondents who identify as East Asian & White and respondents who identify as Middle Eastern or North African indicated they have faced discrimination or prejudice based on race and/or ethnicity.

Black or African American respondents are more likely than White respondents to indicate they have experienced discrimination or prejudice based on socioeconomic class and/or economic situation. Respondents who identify as South Asian; Middle Eastern or North African; Southeast Asian; East Asian; Hispanic or Latina/Latino/Latinx; and Hispanic or Latina/Latino/Latinx & White are more likely than respondents who identify as White to indicate they have experienced discrimination or prejudice based on nationality or national origin.

Q21: Experienced Discrimination/Prejudice based on...	White	Hispanic or Latina/Latino/Latinx	Black or African American	East Asian	Hispanic or Latina/Latino/Latinx & White	South Asian
Age	29%	26%	29%	29%	33%	19%
Gender (including gender identity and/or gender expression)	27%	23%	29%	32%	34%	26%
Race and/or ethnicity	10% ↓	41% ↑	72% ↑	48% ↑	20%	48% ↑
Socioeconomic class and/or economic situation	8% ↓	11%	15% ↑	10%	5%	10%
Nationality or national origin	5% ↓	17% ↑	7%	22% ↑	15% ↑	39% ↑
None of the above	44% ↑	33% ↓	12% ↓	26% ↓	38%	19% ↓
n =	6833	334	257	255	130	124

See table on the following page for Table 2 of 2.

Table 2 of 2 (Continued from table above)

Q21: Experienced Discrimination/Prejudice based on...	Southeast Asian	Native American, Alaskan Native, or First Nations & White	Middle Eastern or North African	Native American, Alaskan Native, or First Nations	East Asian & White
Age	36%	40%	24%	37%	50% ↑
Gender (including gender identity and/or gender expression)	33%	24%	25%	20%	47% ↑
Race and/or ethnicity	53% ↑	22%	35% ↑	43% ↑	38% ↑
Socioeconomic class and/or economic situation	9%	11%	6%*	11%*	16%
Nationality or national origin	31% ↑	2%*	39% ↑	11%*	13%*
None of the above	16% ↓	31%	29%	26%	19%
n =	58	55	51	35	32

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. These tables do not include columns with a sample size less than 30 and exclude the columns for “Prefer not to answer” and “Race or ethnicity not listed/Prefer to self-describe.” The tables only show select rows in Q21.

28. Among the 16% of respondents overall who indicated they have faced discrimination or prejudice based on race and/or ethnicity, more than two in five indicated they faced this discrimination or prejudice in hiring and promotion. More than one-third experienced this race and/or ethnicity-based discrimination or prejudice in work assignments/projects and compensation. One in five faced this discrimination or prejudice in other areas not listed.

Q22 (Race and/or ethnicity): Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [race and/or ethnicity]? Please select all that apply.	Percent
Hiring	41%
Promotion	41%
Work assignments/projects	36%
Compensation	36%
Other areas	20%
Prefer not to answer	14%
n =	1297

29. Among respondents who indicated they have experienced discrimination or prejudice based on race and/or ethnicity, almost two-thirds of Black or African American respondents indicated they experienced this discrimination or prejudice in compensation. Almost three in five Black or African American respondents indicated they experienced this race and/or ethnicity-based discrimination or prejudice in promotion, and around half indicated they experienced it in hiring and work assignments/projects.

Q22: Race and/or ethnicity	White	Hispanic or Latina/Latino/Latinx	Black or African American	East Asian	South Asian	Southeast Asian	Hispanic or Latina/Latino/Latinx & White
Hiring	42%	29% ↓	51%	33%	39%	37%	30%
Promotion	31% ↓	43%	58% ↑	43%	43%	53%	48%
Work assignments/projects	30% ↓	35%	49% ↑	34%	36%	30%	35%
Compensation	22% ↓	39%	64% ↑	36%	45%	43%	39%
Other areas	22%	28%	15%	23%	14%	10%*	22%
Prefer not to answer	17%	11%	11%	13%	13%	7%*	13%*
n =	518	120	172	107	56	30	23

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. These tables do not include columns with a sample size less than 20 and exclude the columns for "Prefer not to answer" and "Race or ethnicity not listed/Prefer to self-describe."

30. Among respondents who indicated they have faced discrimination or prejudice based on race and/or ethnicity, women were more likely than men to indicate they experienced this discrimination or prejudice in work assignments/projects and in compensation.

Q22: Race and/or ethnicity	Man	Woman	NET
Hiring	41%	39%	41%
Promotion	37% ↓	45%	40%
Work assignments/projects	32% ↓	44% ↑	36%
Compensation	30% ↓	48% ↑	35%
Other areas	19%	23%	21%
Prefer not to answer	14%	13%	14%
n =	848	341	1260

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The gender question (Q15) was multi-select, so a few respondents who selected "Woman" or "Man" also selected another one of the listed gender identity options (e.g., "Nonbinary," "Gender nonconforming"). This table does not include the columns for "Nonbinary," "Gender nonconforming," "Gender identity not listed/Prefer to self-describe," and "Prefer not to answer."



## Education

31. Compared to respondents with a bachelor’s degree or master’s degree, respondents whose highest completed degree is a high school, Associate, or Vocational degree were more likely to indicate they experienced discrimination or prejudice based on education.

Q21: Experienced Discrimination/ Prejudice based on...	High school	Associate degree or equivalent	Vocational degree or equivalent	Bachelor’s degree or equivalent	Master’s degree or equivalent	Doctoral degree, medical degree, law degree, or equivalent	NET
Age	19% ↓	26%	28%	29%	31% ↑	22%	28%
Gender (including gender identity and/or gender expression)	17% ↓	21% ↓	19% ↓	26%	32% ↑	25%	27%
Race and/or ethnicity	15%	17%	20%	15% ↓	18% ↑	20%	16%
Education	19% ↑	19% ↑	28% ↑	10% ↓	9% ↓	10%	11%
None of the above	43%	41%	36%	43% ↑	36% ↓	43%	40%
n =	578	718	239	4118	2878	272	9003

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. This table does not include the columns for “Other, please specify,” “None of the above,” and “Prefer not to answer.” This table only includes select rows from Q21.

32. Among the 11% of respondents overall who indicated they have faced discrimination or prejudice based on education, around half indicated they faced this discrimination or prejudice in compensation, promotion, and hiring. Almost two in five indicated they faced this discrimination or prejudice in work assignments/projects.

Q22 (Education): Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [education]? Please select all that apply	Percent
Compensation	51%
Promotion	50%
Hiring	48%
Work assignments/projects	38%
Other areas	12%
Prefer not to answer	8%
n =	951

## Sexual Orientation

33. Respondents who identify as bisexual, gay, lesbian, queer, or pansexual were more likely to indicate they have experienced discrimination or prejudice based on sexual orientation and marital status. Respondents who identify as bisexual, lesbian, queer, or pansexual were also more likely to indicate they have experienced gender-based discrimination or prejudice.

Q21: Experienced Discrimination/Prejudice based on...	Heterosexual	Asexual	Bisexual	Gay	Lesbian	Queer	Pansexual	NET
Gender (including gender identity and/or gender expression)	27%	22%	48% ↑	17% ↓	78% ↑	68% ↑	56% ↑	27%
Marital status	6% ↓	3%	12% ↑	16% ↑	18% ↑	34% ↑	30% ↑	6%
Sexual orientation	4% ↓	3%	12% ↑	56% ↑	45% ↑	34% ↑	30% ↑	5%
None of the above	42% ↑	43%	22% ↓	30% ↓	4%* ↓	16% ↓	19%	40%
n =	7037	382	163	161	49	38	27	9238

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The sexual orientation question (Q14) was multi-select, so some respondents selected multiple options listed. Therefore, the sum of the column sample sizes is larger than the NET sample size. This table does not include columns for "Questioning," "Sexual orientation not listed/Prefer to self-describe," and "Prefer not to answer." This table only shows select rows in Q21.

34. Among the 5% of respondents overall who indicated they have faced discrimination or prejudice based on sexual orientation, around two in five indicated they experienced this discrimination or prejudice in work assignments/projects, promotion, and hiring. One-third indicated they experienced this in compensation, and nearly three in ten indicated they experienced this discrimination or prejudice in other areas not listed.

Q22 (Sexual orientation): Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [sexual orientation]? Please select all that apply.	Percent
Work assignments/projects	40%
Hiring	37%
Promotion	38%
Compensation	33%
Other areas	29%
Prefer not to answer	16%
n =	363

## Other Demographic Aspects

35. **Body size/shape:** Among the 11% of respondents overall who indicated they have faced discrimination or prejudice based on body size or shape, nearly two in five indicated experiencing this discrimination or prejudice in work assignments/projects. Around one-third indicated they experienced this discrimination or prejudice in hiring and promotion. Almost one-quarter indicated experiencing this discrimination or prejudice in compensation, and almost three in ten indicated experiencing this in other areas not listed.

<b>Q22 (Body size/shape):</b> Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [body size/shape]? Please select all that apply.	Percent
Work assignments/projects	39%
Hiring	34%
Promotion	32%
Compensation	24%
Other areas	28%
Prefer not to answer	14%
<i>n</i> =	837

36. **Socioeconomic class and/or economic situation:** Among the 9% of respondents overall who indicated they have faced discrimination or prejudice based on socioeconomic class and/or economic situation, more than two in five indicated they experienced this discrimination or prejudice in compensation. More than one-third experienced this discrimination or prejudice in hiring, promotion, and work assignments/projects. One in five indicated experiencing this in other areas not listed.

<b>Q22 (Socioeconomic class and/or economic situation):</b> Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [socioeconomic class and/or economic situation]? Please select all that apply.	Percent
Compensation	44%
Hiring	36%
Promotion	36%
Work assignments/projects	36%
Other areas	20%
Prefer not to answer	14%
<i>n</i> =	685

37. **Nationality or national origin:** Among the 8% of respondents overall who indicated they have faced discrimination or prejudice based on nationality or national origin, almost half experienced this discrimination or prejudice in hiring, and around two in five experienced this in compensation and promotion. More than one-third experienced this discrimination or prejudice in work assignments/projects.

<b>Q22 (Nationality or national origin):</b> Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [nationality or national origin]? Please select all that apply.	Percent
Hiring	47%
Compensation	40%
Promotion	39%
Work assignments/projects	36%
Other areas	18%
Prefer not to answer	14%
<i>n</i> =	579

38. **Religion:** Among the 7% of respondents overall who indicated they have faced discrimination or prejudice based on religion, around one-quarter indicated experiencing this discrimination or prejudice in work assignments/projects, hiring, and promotion. More than one-third indicated they experienced this discrimination or prejudice in other areas not listed.

<b>Q22 (Religion):</b> Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [religion]? Please select all that apply.	Percent
Work assignments/projects	27%
Hiring	25%
Promotion	22%
Compensation	15%
Other areas	36%
Prefer not to answer	19%
<i>n</i> =	538

39. **Marital status:** Among the 6% of respondents who indicated they have faced discrimination or prejudice based on marital status, more than two in five indicated experiencing this discrimination or prejudice in work assignments/projects, and around one-third indicated experiencing this in compensation and promotion. More than one in five indicated experiencing this discrimination or prejudice in hiring. Almost three in ten indicated experiencing this in other areas not listed.

<b>Q22 (Marital status):</b> Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [marital status]? Please select all that apply.	Percent
Work assignments/projects	42%
Compensation	35%
Promotion	32%
Hiring	22%
Other areas	29%
Prefer not to answer	10%
<i>n</i> =	484

40. **Disability:** Among the 5% of respondents overall who indicated they have faced discrimination or prejudice based on disability, more than half indicated they experienced this discrimination or prejudice in work assignments/projects, and more than one-third indicated they experienced this in hiring and promotion. Around one-quarter indicated they experienced this discrimination or prejudice in compensation and in other areas not listed.

<b>Q22 (Disability):</b> Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [disability]? Please select all that apply.	Percent
Work assignments/projects	52%
Hiring	37%
Promotion	34%
Compensation	25%
Other areas	23%
Prefer not to answer	17%
<i>n</i> =	326

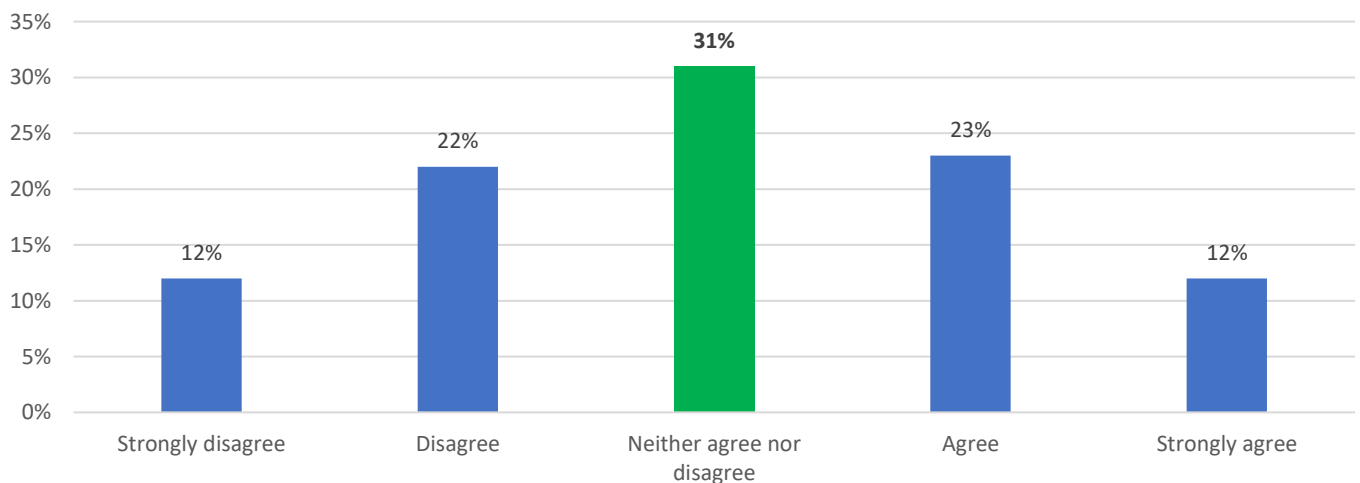
41. **Military service or veteran status:** Among the 2% of respondents overall who indicated they have faced discrimination or prejudice based on military service or veteran status, more than half indicated they have experienced this discrimination or prejudice in hiring, and more than one-third indicated they experienced this in work assignments/projects. Nearly one-quarter indicated they experienced discrimination or prejudice in promotion and other areas not listed, and one in five experienced this in compensation.

Q22 (Military service or veteran status): Throughout your career in the built environment, have you experienced discrimination or prejudice in hiring, compensation, promotion, and/or work assignments/projects based on [military service or veteran status]? Please select all that apply.	Percent
Hiring	54%
Work assignments/projects	36%
Promotion	24%
Compensation	20%
Other areas	23%
Prefer not to answer	13%
<i>n</i> =	141

### Agreement Statement

42. More than one-third (35%) of respondents agreed or strongly agreed with the following statement: **“I have to work harder than others to be valued equally in the built environment.”** Another one-third (33%) disagreed or strongly disagreed with this statement. Almost one-third indicated they neither agree nor disagree.

Q23: Please indicate your level of agreement with the following statement: I have to work harder than others to be valued equally in the built environment



*n* = 4560

*This question was part of an A/B split. Half of all respondents saw this agreement statement question, and the other half saw Q24 (details on Q24 can be found on page 40). The percentages above are recalculated based on excluding the 3% of respondents who indicated “Prefer not to answer.”*

43. **Almost two-thirds of women respondents agreed or strongly agreed with the statement, “I have to work harder than others to be valued equally in the built environment.”** By comparison, more than two in five men respondents disagreed or strongly disagreed with this statement.

Q23: “I have to work harder than others to be valued equally in the built environment.”				
Agreement Level	Man	Woman	Prefer not to answer	NET
Bottom-two Box	42% ↑	14% ↓	38%	33%
Strongly disagree	14% ↑	5% ↓	15%	12%
Disagree	28% ↑	8% ↓	23%	22%
Neither agree nor disagree	36% ↑	21% ↓	32%	31%
Agree	16% ↓	41% ↑	18%	23%
Strongly agree	6% ↓	25% ↑	12%	12%
Top-two box	22% ↓	65% ↑	30%	35%
n =	2900	1274	190	4384

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The gender question (Q15) was multi-select, so a few respondents who selected “Woman” or “Man” also selected another one of the listed gender identity options (e.g., “Nonbinary,” “Gender nonconforming”). This table does not include the columns for “Nonbinary,” “Gender nonconforming,” and “Gender identity not listed/Prefer to self-describe.” The percentages have been recalculated based on excluding the respondents who indicated “Prefer not to answer” in Q23.

44. **Nearly seven in ten Black or African American respondents and two-thirds of East Asian respondents and South Asian respondents agreed or strongly agreed with the statement, “I have to work harder than others to be valued equally in the built environment.”** Black or African American respondents, East Asian respondents, South Asian respondents, Southeast Asian respondents, and Hispanic or Latina/Latino/Latinx respondents were more likely than White respondents to agree or strongly agree with this statement.

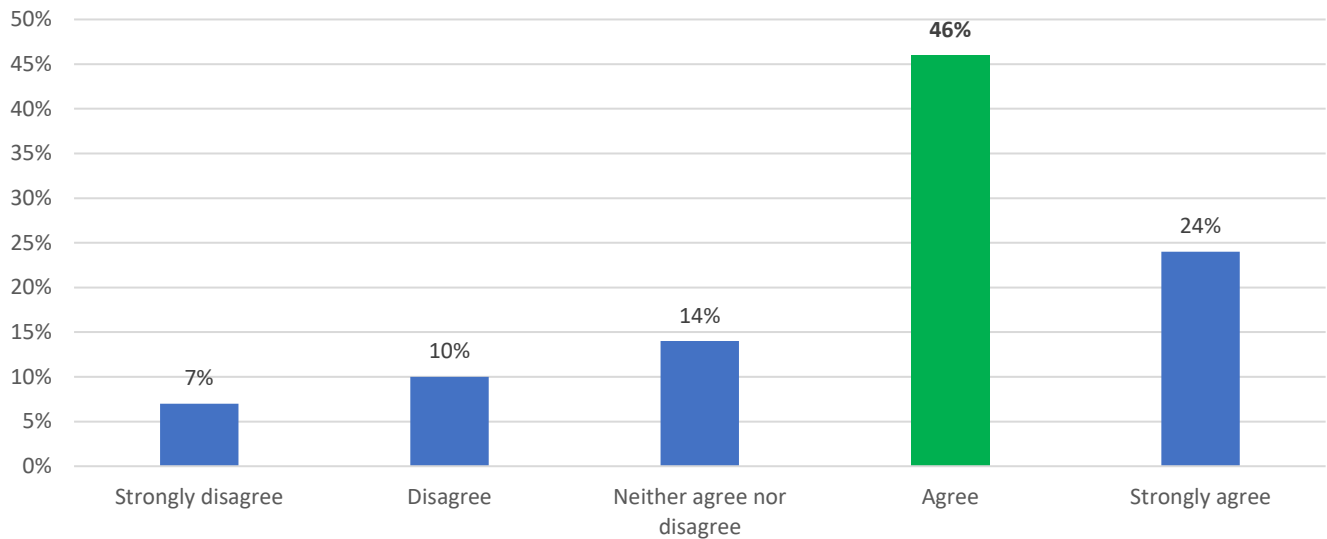
Q23: “I have to work harder than others to be valued equally in the built environment.”								
Agreement Level	White	Hispanic or Latina/Latino/Latinx	Black or African American	East Asian	South Asian	Hispanic or Latina/Latino/Latinx & White	Native American, Alaskan Native, or First Nations & White	Southeast Asian
Bottom-two box	37% ↑	17% ↓	17% ↓	11% ↓	16% ↓	32%	24%	15%*
Strongly disagree	12%	7%	11%	4% ↓	5%*	16%	10%*	15%*
Disagree	25% ↑	10% ↓	5% ↓	7% ↓	10%	16%	14%*	0%* ↓
Neither agree nor disagree	33% ↑	28%	14% ↓	23%	19%	24%	38%	26%
Agree	22% ↓	34% ↑	27%	40% ↑	40% ↑	26%	21%	37%
Strongly agree	9% ↓	21% ↑	43% ↑	26% ↑	26% ↑	18%	17%	22%
Top-two box	31% ↓	55% ↑	69% ↑	66% ↑	66% ↑	44%	38%	59% ↑
n =	3292	152	131	129	58	50	29	27

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. This table does not include columns with a sample size less than 20 and excludes the columns for “Prefer not to answer” and “Race or ethnicity not listed/Prefer to self-describe.” The percentages have been recalculated based on excluding the respondents who indicated “Prefer not to answer” in Q23.

45. Nearly seven in ten (69%) respondents agreed or strongly agreed that they have opportunities for success in the built environment similar to their peers. Less than one in five (17%) disagreed or strongly disagreed with this statement, and 14% neither agreed nor disagreed.

Q24: Please indicate your level of agreement with the following statement: I have opportunities for success in the built environment that are similar to those of my peers.



n = 4672

Half of respondents saw this agreement statement question, and the other half saw Q23. The percentages above are recalculated based on excluding the 2% of respondents who indicated “Prefer not to answer.”

46. More than three-fourths of men respondents agreed or strongly agreed that they have opportunities for success in the built environment that are similar to their peers, whereas less than three in five women respondents agreed or strongly agreed. Almost one-quarter of women respondents disagreed or strongly disagreed, while one in five neither agreed nor disagreed.

Q24: “I have opportunities for success in the built environment that are similar to those of my peers.”

Agreement Level	Man	Woman	Prefer not to answer	NET
Bottom-two box	13% ↓	23% ↑	23% ↑	17%
Strongly disagree	7%	5% ↓	11% ↑	7%
Disagree	6% ↓	18% ↑	11%	10%
Neither agree nor disagree	11% ↓	20% ↑	17%	14%
Agree	47% ↑	44%	38% ↓	46%
Strongly agree	29% ↑	13% ↓	23%	24%
Top-two box	76% ↑	57% ↓	61% ↓	69%
n =	2898	1336	213	4478

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The gender question (Q15) was multi-select, so a few respondents who selected “Woman” or “Man” also selected another one of the listed gender identity options (e.g., “Nonbinary,” “Gender nonconforming”). This table does not include the columns for “Nonbinary,” “Gender nonconforming,” and “Gender identity not listed/Prefer to self-describe.” The percentages have been recalculated based on excluding the respondents who indicated “Prefer not to answer” in Q24.



47. **More than two in five Black or African American respondents disagreed or strongly disagreed with the statement, “I have opportunities for success in the built environment that are similar to those of my peers.”** Black or African American respondents, East Asian respondents, and South Asian respondents were more likely than White respondents to disagree with this statement or to neither agree nor disagree.

Table 1 of 2						
Q24: “I have opportunities for success in the built environment that are similar to those of my peers.”						
Agreement Level	White	Hispanic or Latina/Latino/Latinx	Black or African American	East Asian	Hispanic or Latina/Latino/Latinx & White	South Asian
Bottom-two box	15% ↓	19%	45% ↑	23%	17%	25%
Strongly disagree	7%	6%	12%	4%	6%	2%*
Disagree	8% ↓	13%	33% ↑	19% ↑	10%	23% ↑
Neither agree nor disagree	12% ↓	20%	23% ↑	26% ↑	21%	28% ↑
Agree	48% ↑	46%	20% ↓	38%	35%	40%
Strongly agree	25% ↑	14% ↓	12% ↓	13% ↓	27%	7%* ↓
Top-two box	73% ↑	60% ↓	32% ↓	51% ↓	62%	47% ↓
n =	3356	171	120	117	77	57

Table 2 of 2 (Continued from table above)				
Q24: “I have opportunities for success in the built environment that are similar to those of my peers.”				
Agreement Level	Southeast Asian	Middle Eastern or North African	Native American, Alaskan Native, or First Nations & White	East Asian & White
Bottom-two box	29%	27%	22%	25%
Strongly disagree	3%*	7%*	13%*	5%*
Disagree	26% ↑	20%	9%*	20%*
Neither agree nor disagree	26%	20%	9%*	10%*
Agree	39%	33%	39%	45%
Strongly agree	6%*	20%	30%	20%*
Top-two box	45% ↓	53%	70%	65%
n =	31	30	23	20

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. These tables do not include columns with a sample size less than 20 and exclude the columns for “Prefer not to answer” and “Race or ethnicity not listed/Prefer to self-describe.” The percentages have been recalculated based on excluding the respondents who indicated “Prefer not to answer” in Q24.

## Survey Findings: Perceptions of Diversity

48. Around seven in ten respondents included race, age, and ethnicity in their definition of diversity within the context of the built environment. Almost three in five included nationality, disability, socioeconomic class and/or economic situation, and gender identity in their definition of diversity. More than half included sexual orientation, religion, professional experiences, education, and life experiences in their definition. Nearly three in ten indicated all of the listed demographics, experiences, or aspects are included in their definition of diversity.

18: Within the context of the built environment, how do you define diversity? Please select all that apply. [Shown to all respondents]	Percent
Race	70%
Age	69%
Ethnicity	68%
Nationality	59%
Disability	58%
Socioeconomic class and/or economic situation	58%
Gender identity	57%
Sexual orientation	55%
Religion	55%
Professional experiences	55%
Education	54%
Life experiences	53%
Immigration/generation status	48%
Location (e.g., region)	47%
Gender expression	47%
Political beliefs/affiliations	47%
Thought	46%
Body size/shape	44%
Marital/relationship status	42%
Work setting	42%
Military service/history	40%
Mental health	39%
Employment status	38%
Aspects, experiences, and/or demographics not listed:	32%
All of the above	29%
Unsure	3%
None of the above	2%
Prefer not to answer	5%
<i>n</i> =	9767

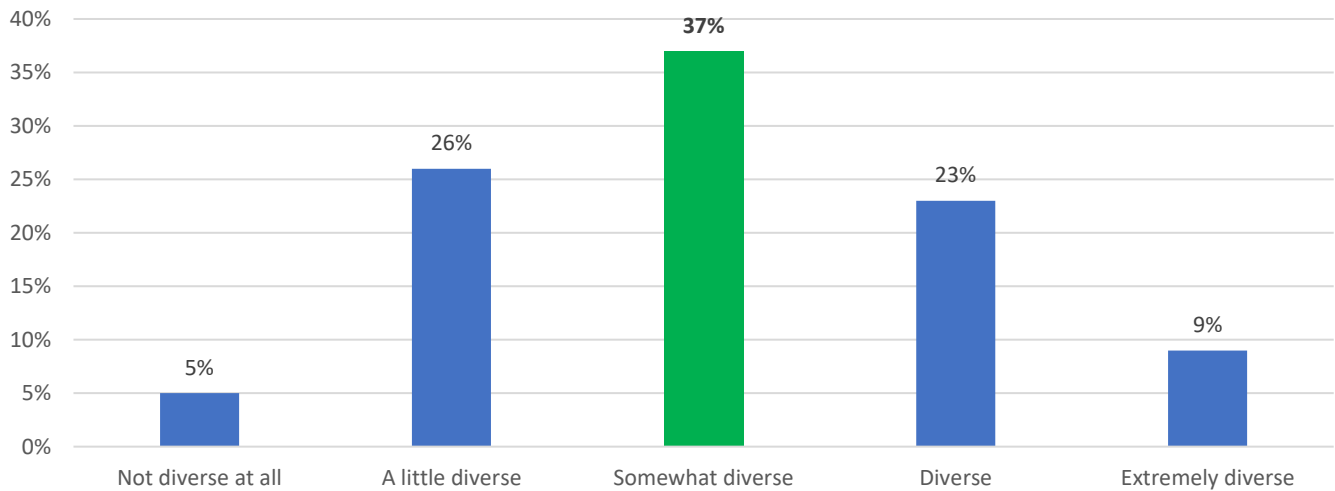
49. Women respondents were more likely than men respondents to include each of the listed demographics in their definition of diversity within the context of the built environment.

Q18: Diversity Definition	Man	Woman	Prefer not to answer	NET
Race	68% ↓	81% ↑	42% ↓	70%
Age	67% ↓	80% ↑	42% ↓	69%
Ethnicity	67% ↓	80% ↑	41% ↓	69%
Nationality	57% ↓	69% ↑	36% ↓	59%
Disability	55% ↓	70% ↑	38% ↓	58%
Socioeconomic class and/or economic situation	55% ↓	69% ↑	36% ↓	58%
Gender identity	53% ↓	71% ↑	33% ↓	57%
Sexual orientation	53% ↓	67% ↑	33% ↓	56%
Religion	53% ↓	65% ↑	35% ↓	56%
Professional experiences	53% ↓	62% ↑	41% ↓	55%
Education	52% ↓	63% ↑	38% ↓	54%
Life experiences	51% ↓	60% ↑	40% ↓	53%
Immigration/generation status	46% ↓	60% ↑	31% ↓	49%
Location (e.g., region)	45% ↓	56% ↑	34% ↓	48%
Gender expression	43% ↓	61% ↑	29% ↓	47%
Political beliefs/affiliations	45% ↓	54% ↑	31% ↓	47%
Thought	44% ↓	53% ↑	36% ↓	46%
Body size/shape	41% ↓	57% ↑	30% ↓	45%
Marital/relationship status	40% ↓	51% ↑	27% ↓	42%
Work setting	40% ↓	50% ↑	31% ↓	42%
Military service/history	37% ↓	47% ↑	28% ↓	40%
Mental health	36% ↓	50% ↑	27% ↓	39%
Employment status	36% ↓	47% ↑	27% ↓	39%
Aspects, experiences, and/or demographics not listed:				
All of the above	29% ↓	37% ↑	21% ↓	29%
Unsure	4% ↑	2% ↓	3%	3%
None of the above	2%	1% ↓	5% ↑	2%
Prefer not to answer	5% ↓	2% ↓	28% ↑	5%
n =	6076	2697	526	9356

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The gender question (Q15) was multi-select, so a few respondents who selected “Woman” or “Man” also selected another one of the listed gender identity options (e.g., “Nonbinary,” “Gender nonconforming”). This table does not include the columns for “Nonbinary,” “Gender nonconforming,” and “Gender identity not listed/Prefer to self-describe.”

50. Almost two in five respondents indicated the built environment is somewhat diverse based on their definition of diversity. About one-third (32%) of respondents indicated the built environment is not diverse at all or is a little diverse, and about one-third (32%) indicated the built environment is diverse or extremely diverse.

Q19: Based on your definition of diversity, how diverse is the built environment?

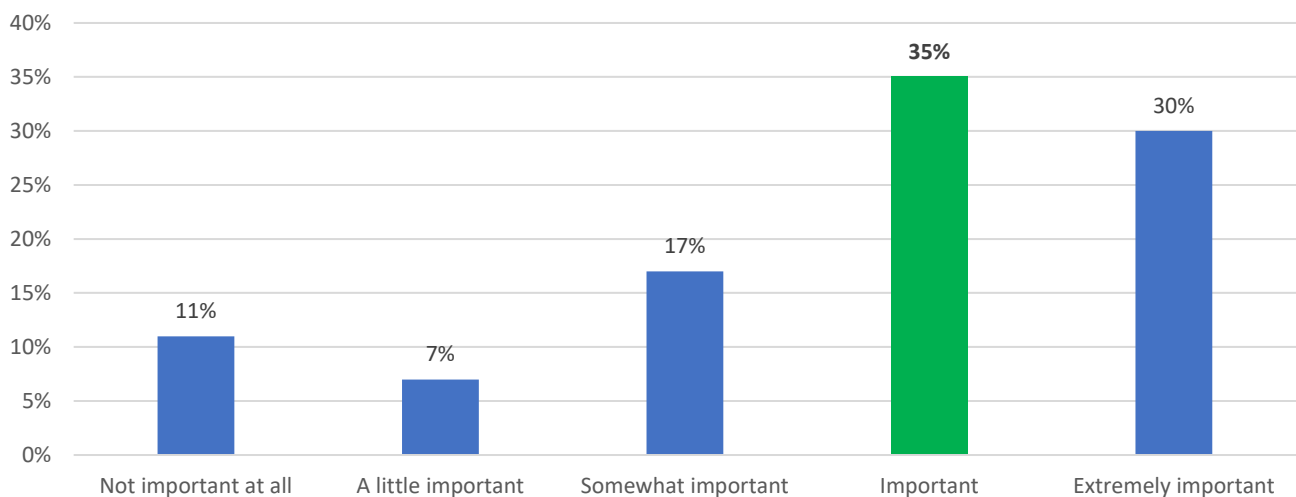


n = 8856

This question was shown to all respondents. The percentages above are recalculated based on excluding the 5% of respondents who selected “Unsure” and the 3% of respondents who selected “Prefer not to answer.”

51. Around two-thirds (65%) of respondents indicated it is important or extremely important to increase the diversity of the built environment. Almost one in five (18%) indicated it is not important at all or a little important to increase the diversity of the built environment.

Q20: Based on your definition of diversity, how important is it to increase the diversity of the built environment?



n = 8927

This question was shown to all respondents. The percentages above are recalculated based on excluding the 4% of respondents who selected “Unsure” and the 3% of respondents who selected “Prefer not to answer.”

52. Overall, respondents who have worked in the built environment for fewer years were more likely to indicate that the built environment is not diverse and that it is important to increase the diversity of the built environment.

Q19: Based on your definition of diversity, how diverse is the built environment?	Less than 1 year	1 to 5 years	6 to 10 years	11 to 15 years	16 to 20 years	21 to 30 years	31 to 40 years	41 years or more	NET
Bottom-two box	38%	39% ↑	43% ↑	39% ↑	35%	32%	26% ↓	20% ↓	32%
Not diverse at all	0%*	8% ↑	8% ↑	6%	6%	5%	3% ↓	4% ↓	5%
A little diverse	38%	32% ↑	35% ↑	33% ↑	29%	26%	22% ↓	17% ↓	27%
Somewhat diverse	26%	36%	35%	36%	38%	37%	37%	38%	37%
Diverse	26%	20%	17% ↓	19% ↓	20%	22%	28% ↑	29% ↑	23%
Extremely diverse	10%	5% ↓	5% ↓	7%	7%	10%	9%	13% ↑	9%
Top-two box	36%	25% ↓	22% ↓	26% ↓	28% ↓	31%	37% ↑	41% ↑	31%
Average	3.1	2.8 ↓	2.8 ↓	2.9 ↓	2.9 ↓	3.0	3.2 ↑	3.3 ↑	3.0
n =	69	795	940	830	958	1962	1783	1189	8585
Q20: Based on your definition of diversity, how important is it to increase the diversity of the built environment?	Less than 1 year	1 to 5 years	6 to 10 years	11 to 15 years	16 to 20 years	21 to 30 years	31 to 40 years	41 years or more	NET
Bottom-two box	7% ↓	11% ↓	12% ↓	12% ↓	16%	18%	23% ↑	27% ↑	18%
Not important at all	5%*	5% ↓	7% ↓	6% ↓	10%	11%	14% ↑	17% ↑	11%
A little important	1%*	6%	5% ↓	7%	6%	7%	9% ↑	10% ↑	7%
Somewhat important	10%	12% ↓	11% ↓	15%	16%	19% ↑	20% ↑	20% ↑	17%
Important	41%	36%	33%	37%	35%	36%	36%	34%	35%
Extremely important	42% ↑	41% ↑	44% ↑	35% ↑	33%	28% ↓	22% ↓	19% ↓	30%
Top-two box	84% ↑	77% ↑	78% ↑	72% ↑	68%	64%	57% ↓	53% ↓	65%
Average	4.1 ↑	4.0 ↑	4.0 ↑	3.9 ↑	3.8 ↑	3.6	3.4 ↓	3.3 ↓	3.7
n =	73	810	950	849	966	1968	1756	1201	8646

\*Fewer than 5 respondents

↑ ↓ Indicates responses that are significantly higher/lower for segment than for its complement. The columns (Q2: Years worked in the built environment) are based on the version of Q2 that was shown to all respondents except "Fully retired" or "Unemployed and not looking for work" (Q1). This table does not include the columns for "I have not worked in the built environment but plan to in the future," "I have not worked in the built environment and do not plan to in the future," and "Prefer not to answer." The rows for Q19 and 20 are recalculated based on excluding "Unsure" and "Prefer not to answer."

Age follows a similar pattern: compared to older respondents (aged 55 and older), younger respondents (aged 25 to 44) were more likely to indicate the built environment is not diverse and to believe it is important to increase the diversity of the built environment.

Q19: Diversity of Built Environment	Prefer not to answer	24 or younger	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 or older	NET
Bottom-two box	30%	37%	42% ↑	39% ↑	33%	26% ↓	22% ↓	16% ↓	32%
Not diverse at all	8%	5%	8% ↑	6%	5%	4% ↓	3% ↓	3%	5%
A little diverse	22%	32%	34% ↑	33% ↑	28%	22% ↓	19% ↓	14% ↓	27%
Somewhat diverse	32%	35%	35%	37%	36%	37%	41% ↑	40%	37%
Diverse	27%	25%	18% ↓	17% ↓	22%	27% ↑	26% ↑	32% ↑	23%
Extremely diverse	12%	3%*	5% ↓	6% ↓	9%	10% ↑	11% ↑	12%	9%
Top-two box	39%	28%	23% ↓	24% ↓	31%	37% ↑	37% ↑	44% ↑	32%
Average	3.1	2.9	2.8 ↓	2.9 ↓	3.0	3.2 ↑	3.2 ↑	3.4 ↑	3.0
n =	215	123	1154	1613	1791	2108	1166	275	8445
Q20: Importance of Increasing Diversity	Prefer not to answer	24 or younger	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 or older	NET
Bottom-two box	25% ↑	13%	9% ↓	14% ↓	18%	22% ↑	22% ↑	26% ↑	18%
Not important at all	18% ↑	3%* ↓	4% ↓	7% ↓	11%	13% ↑	14% ↑	18% ↑	11%
A little important	7%	9%	5% ↓	6%	7%	9% ↑	9%	8%	7%
Somewhat important	14%	15%	11% ↓	15% ↓	17%	20% ↑	21% ↑	18%	17%
Important	33%	37%	34%	35%	36%	34%	37%	39%	35%
Extremely important	28%	36%	46% ↑	37% ↑	29%	24% ↓	20% ↓	16% ↓	30%
Top-two box	61%	73%	80% ↑	72% ↑	65%	58% ↓	57% ↓	56% ↓	65%
Average	3.4 ↓	3.9 ↑	4.1 ↑	3.9 ↑	3.6	3.5 ↓	3.4 ↓	3.3 ↓	3.7
n =	216	128	1169	1622	1793	2109	1184	289	8510

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The rows for Q19 and 20 are recalculated based on excluding "Unsure" and "Prefer not to answer."

53. Women respondents were more likely than men respondents to indicate the built environment is not diverse or a little diverse and that it is extremely important to improve the diversity of the built environment.

Q19: Diversity of Built Environment	Man	Woman	Prefer not to answer	NET
Bottom-two box	27% ↓	43% ↑	25% ↓	32%
Not diverse at all	4% ↓	8% ↑	7%	5%
A little diverse	23% ↓	35% ↑	18% ↓	26%
Somewhat diverse	38% ↑	36%	29% ↓	37%
Diverse	26% ↑	16% ↓	27%	23%
Extremely diverse	9% ↑	5% ↓	19% ↑	9%
Top-two box	35% ↑	21% ↓	46% ↑	31%
Average	3.1 ↑	2.7 ↓	3.3 ↑	3.0
n =	5591	2545	368	8553
Q20: Importance of Increasing Diversity	Man	Woman	Prefer not to answer	NET
Bottom-two box	22% ↑	7% ↓	35% ↑	18%
Not important at all	13% ↑	3% ↓	26% ↑	11%
A little important	9% ↑	4% ↓	9%	7%
Somewhat important	20% ↑	12% ↓	15%	17%
Important	36%	35%	27% ↓	35%
Extremely important	23% ↓	46% ↑	22% ↓	30%
Top-two box	59% ↓	81% ↑	50% ↓	65%
Average	3.5 ↓	4.2 ↑	3.1 ↓	3.7
n =	5621	2579	383	8636

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. The gender question (Q15) was multi-select, so a few respondents who selected “Woman” or “Man” also selected another one of the listed gender identity options (e.g., “Nonbinary,” “Gender nonconforming”). This table does not include the columns for “Nonbinary,” “Gender nonconforming,” and “Gender identity not listed/Prefer to self-describe.” The rows for Q19 and 20 are recalculated based on excluding “Unsure” and “Prefer not to answer.”

54. **Black or African American respondents were more likely to indicate the built environment is not diverse.** Half of respondents who identify as Black or African American categorized the built environment as a little diverse or not diverse at all, whereas around one-third of respondents who identify as White, Hispanic or Latina/Latino/Latinx, Hispanic or Latina/Latino/Latinx & White, South Asian, and East Asian & White indicated the built environment is a little diverse or not diverse at all. Less than two in five East Asian respondents and Middle Eastern or Northern African respondents indicated the built environment is a little diverse or not diverse at all.

About nine in ten Black or African American respondents and South Asian respondents said it is important or extremely important to improve the diversity of the built environment. More than four in five respondents who identify as East Asian and respondents who identify as Hispanic or Latina/Latino/Latinx & White indicated it is important or extremely important to improve the diversity of the built environment. Nearly four in five respondents who identify as Hispanic or Latina/Latino/Latinx indicated it is important or extremely important to improve this diversity.

See the table below and on the following page for additional information.

Q19: Diversity of Built Environment	White	Prefer not to answer	Hispanic or Latina/Latino/Latinx	Black or African American	East Asian	Race or ethnicity not listed/Prefer to self-describe	Hispanic or Latina/Latino/Latinx & White
Bottom-two box	32%	22% ↓	34%	50% ↑	38%	14% ↓	35%
Not diverse at all	5% ↓	6%	6%	13% ↑	7%	5%	6%
A little diverse	27% ↑	15% ↓	28%	38% ↑	31%	9% ↓	28%
Somewhat diverse	38% ↑	29% ↓	34%	31%	38%	32%	38%
Diverse	23%	30% ↑	25%	12% ↓	20%	24%	19%
Extremely diverse	7% ↓	20% ↑	8%	7%	3% ↓	30% ↑	8%
Top-two box	30% ↓	49% ↑	32%	18% ↓	23% ↓	54% ↑	27%
Average	3.0 ↓	3.4 ↑	3.0	2.6 ↓	2.8 ↓	3.7 ↑	2.9
n =	6413	510	318	240	242	177	124
Q20: Importance of Increasing Diversity	White	Prefer not to answer	Hispanic or Latina/Latino/Latinx	Black or African American	East Asian	Race or ethnicity not listed/Prefer to self-describe	Hispanic or Latina/Latino/Latinx & White
Bottom-two box	18%	38% ↑	9% ↓	5% ↓	6% ↓	45% ↑	10% ↓
Not important at all	10% ↓	27% ↑	5% ↓	3% ↓	3% ↓	38% ↑	2%* ↓
A little important	8% ↑	11% ↑	4%	2%* ↓	3% ↓	7%	8%
Somewhat important	19% ↑	16%	12% ↓	4% ↓	10% ↓	15%	6% ↓
Important	36% ↑	29% ↓	36%	24% ↓	44% ↑	24% ↓	45% ↑
Extremely important	27% ↓	18% ↓	43% ↑	68% ↑	40% ↑	15% ↓	39% ↑
Top-two box	64% ↓	47% ↓	79% ↑	91% ↑	84% ↑	40% ↓	84% ↑
Average	3.6 ↓	3.0 ↓	4.1 ↑	4.5 ↑	4.1 ↑	2.7 ↓	4.1 ↑
n =	6447	531	320	241	250	181	127

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. This table and the table on the following page do not include columns with a sample size below 30. The rows for Q19 and 20 are recalculated based on excluding "Unsure" and "Prefer not to answer."



Table 2 of 2 (Continued from table above)

Q19: Diversity of Built Environment	South Asian	Southeast Asian	Native American, Alaskan Native, or First Nations & White	Middle Eastern or North African	Native American, Alaskan Native, or First Nations	East Asian & White
Bottom-two box	33%	23%	23%	38%	16%	35%
Not diverse at all	8%	2%*	4%*	8%*	0%*	6%*
A little diverse	24%	21%	19%	29%	16%	29%
Somewhat diverse	35%	47%	26%	38%	38%	45%
Diverse	28%	26%	40% ↑	23%	34%	13%*
Extremely diverse	4%	4%*	11%	2%*	13%*	6%*
Top-two box	32%	30%	51% ↑	25%	47%	19%
Average	2.9	3.1	3.4	2.8	3.4 ↑	2.8
n =	119	53	53	48	32	31
Q20: Importance of Increasing Diversity	South Asian	Southeast Asian	Native American, Alaskan Native, or First Nations & White	Middle Eastern or North African	Native American, Alaskan Native, or First Nations	East Asian & White
Bottom-two box	4% ↓	5%* ↓	31% ↑	8%*	21%	10%*
Not important at all	2%* ↓	5%*	25% ↑	2%*	12%*	7%*
A little important	2%*	0%*	6%*	6%*	9%*	3%*
Somewhat important	7% ↓	17%	20%	14%	24%	10%*
Important	34%	48%	27%	25%	42%	23%
Extremely important	55% ↑	29%	22%	53% ↑	12%*	57% ↑
Top-two box	89% ↑	78%	49% ↓	78%	55%	80%
Average	4.4 ↑	4.0 ↑	3.1 ↓	4.2 ↑	3.3	4.2 ↑
n =	124	58	51	51	33	30

\*Fewer than 5 respondents

↑↓ Indicates responses that are significantly higher/lower for segment than for its complement. This table and the table on the previous page do not include columns with a sample size below 30. The rows for Q19 and 20 are recalculated based on excluding "Unsure" and "Prefer not to answer."

## Appendix I: Survey Fielding

Partnering organizations had the choice to send the survey communications themselves or to send their list to Avenue M for survey distribution. The table below lists the survey fielding dates for each partnering organization, as well as whether the partner used a generic survey link (i.e., all contacts from an organization received the same survey link) or unique links (i.e., each survey link was personalized to the respondent).

Partnering Organizations	Link	Fielding Dates
American Institute of Architects (AIA)	Unique	March 16 – April 7
American Society of Civil Engineers (ASCE)	Unique and Generic	March 15 – April 7 (Generic) April 5 – 7 (Unique)
ASHRAE	Generic	March 16 – April 7
Building Owners and Managers Association (BOMA International)	Generic	March 23 – April 7
Construction Management Association of America (CMAA)	Generic	March 18 – April 7
Construction Specifications Institute (CSI)	Unique	March 19/20 – April 7
Design-Build Institute of America (DBIA)	Unique	March 16 – April 7
Energy & Environmental Building Alliance (EEBA)	Unique	March 15 – April 7
Green Building Initiative (GBI)	Generic	March 16 – April 7
Institute of Real Estate Management (IREM®)	Generic	March 16 – April 7
International Code Council (ICC)	Generic	March 26 – April 7
International Institute of Building Enclosure Consultants (IIBEC)	Generic	March 15 – April 7
National Institute of Building Sciences (NIBS)	Unique	March 16 – April 7
New Buildings Institute (NBI)	Generic	March 29 – April 7
Regional Hispanic Contractors Association (RHCA)	n/a	n/a
RMC Research & Education Foundation	Generic	March 16 – April 7
U. S. Green Building Council (USGBC)	Generic	March 22 – April 7

Below are approximate response rates and margins of error for the participating organizations.

Organizations	Approximate Response Rate	Approximate Margin of Error (95% Confidence Level)
NIBS	20%	+/-9%
AIA	13%	+/-2%
ASCE (unique links)	1%	+/-6%
ASCE (generic link)	0%	+/-6%
ASHRAE	7%	+/-2%
BOMA International	6%	+/-4%
CMAA	1%	+/-14%
CSI	3%	+/-3%
DBIA	6%	+/-3%
EEBA	13%	+/-3%
GBI	2%	+/-5%
ICC	4%	+/-2%
IIBEC*	13%	+/-5%
IREM®	7%	+/-3%
NBI	4%	+/-5%
RMC Research & Education Foundation	6%	+/-10%
USGBC	1%	+/-11%

\*U.S. only

The following table shows the percentage of U.S. survey respondents that started the survey through each organization’s link. For example, 17% of respondents entered the survey through a link specific to ICC.

Organizations	Percentage of Respondents
ICC	17%
ASHRAE	16%
AIA	13%
DBIA	11%
EEBA	8%
CSI	7%
IREM	7%
BOMA	5%
ASCE	5%
NBI	3%
IIBEC	3%
GBI	3%
RMCREF	1%
USGBC	1%
NIBS	1%
CMAA	0%
NEEC & SBC	0%
n =	11995

## Appendix II: Statistical Method

Avenue M uses the statistical software Q to conduct the cross-tabulations on the survey results. A t-test analysis was applied to determine statistically significant differences between the means of two segments. The overall significance level is 0.05—in other words, there is a 5% probability of rejecting the null hypothesis (i.e., assuming there is a difference) when the null hypothesis is true (i.e., there is not a difference). This overall significance level is recommended for market research.

The screenshot shows the 'Project Options' dialog box with the following settings:

- Table Styles:** Printed Headings, Printed Cover Page, Printed Header/Footer, PowerPoint Export Layout, Decimal Places, **Statistical Assumptions**, Charts, Text Items, Output Text, Other
- Statistical Assumptions:**
  - Show significance: Arrows and Font colors
  - Overall significance level: 0.050000
  - Minimal sample size for testing: 2
  - Statistical tests for categorical and numeric data:
    - Proportions: Non-parametric
    - Means: t-test
    - Bessel's correction
    - Bessel's correction
  - Correlations: Pearson
  - Equal variance in tests when sample size is less than: 10
  - Cell comparisons:
    - Multiple comparison correction: False Discovery Rate (FDR)
    - Within row and span
  - Weights and significance: Automatic, Extra def: 1
  - Date questions: Compare to rest of data
- Significance levels and appearance:**

Cutoff p-value	Arrow length	Font size multiplier	Positive color	Negative color	Column letters
0.5	1.01	0.67	Blue	Red	a.b.c.d.e.f.g.h.i.j.k...
0.2	1.28	1.28	Blue	Red	a.b.c.d.e.f.g.h.i.j.k...
0.1	1.64	1.64	Blue	Red	a.b.c.d.e.f.g.h.i.j.k...
0.05	1.96	1.96	Blue	Red	a.b.c.d.e.f.g.h.i.j.k...
0.01	2.58	2.58	Blue	Red	a.b.c.d.e.f.g.h.i.j.k...
0.005	2.81	2.81	Blue	Red	a.b.c.d.e.f.g.h.i.j.k...
0.001	3.29	3.29	Blue	Red	A.B.C.D.E.F.G.H.I...
0.0001	3.89	3.89	Blue	Red	A.B.C.D.E.F.G.H.I...
1E-05	4.42	4.42	Blue	Red	A.B.C.D.E.F.G.H.I...
- Column comparisons:**
  - Multiple comparison correction: False Discovery Rate (FDR)
  - Within row and span
  - Overlaps: Default
  - ANOVA-Type Test, No test symbol: -
  - Show redundant tests, Symbol for non-significant test: [ ]
  - Show as groups
  - Recycle column letters

Buttons: OK, Cancel, Restore, Help

Footer: These settings will be saved with your project